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ABSTRACT

Results of a survey of salaries of full-time administrators at public, doctoral-granting institutions for 1985-1986 are presented. Rank order distributions of 12-month administrative salaries are provided for 156 state universities in 49 states and 33 university systems in 27 states. Salary data for 151 universities in 47 states are also arranged into the nine regions defined by the Equal Opportunity Commission. A separate table indicates salaries paid to officers of university systems which have a separate administrative structure for multiple general academic institutions, at least one of which has doctoral offerings. Specific positions are covered under the following administrative categories: president (chancellor), academic officers, business officers, student affairs officers, administrative officers, public/relations/development officers, research officers, and deans (directors). Newly reported positions are the Dean of Dentistry, Dean of Health Professions, Dean of Public Affairs, and the combined position of Graduate Dean and Vice President of Research Services. Salaries paid for positions with a dual function are identified. To provide anonymity, the universities are not identified with their salaries, but are listed separately. (SW)

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A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES

INTRODUCTION

This study is the nineteenth annual administrative salary survey conducted by the University of Arkansas. The universities invited to participate comprise a representative group of public, doctoral-granting institutions. To provide anonymity, the universities are not identified with their salaries. Also, when the number of respondents for a particular position was less than three, the data were omitted.

The salaries are distributed in rank order to facilitate comparisons of a participant's relative standing with other universities. A salary enclosed in parentheses identifies that salary as being paid for a position with a dual function. Salaries within parentheses are included in the position average. If two salaries were reported for one position, both salaries are included under that position title.

Several salaries in Table I are also coded with an asterisk. The asterisk indicates that the salary is from an institution which is a member of the National Association of State Universities and Land-Grant Colleges (NASULGC). A new feature of the survey this year is the addition in Table I of an average for only those salaries paid at institutions belonging to NASULGC. It is printed above the average for all salaries.

Salaries are reported only for full-time administrators. The study includes officers whose responsibilities and function range from the director of a single office to the university president. Reporting guidelines provided with the questionnaire have enabled the inclusion of these salary data, with few exceptions, exactly as reported by the responding institutions.

The University of Arkansas wishes to thank all respondents for participating. The primary purpose of this study has always been to provide comparable and comprehensive information in a timely manner that will be useful to participants, particularly in the preparation of annual budget requests.

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES

DESCRIPTION

TABLE I

The first section provides the ranking of salaries paid among all participating universities. Questionnaires were sent to one hundred sixty-nine universities in fifty states. From this group, replies were received from one hundred fifty-six institutions in forty-nine states.

Several salaries in this section have been printed with an asterisk. The asterisk indicates that the salary is from a university which is a member of the National Association of State Universities and Land-Grant Colleges (NASULGC). This year a feature has been added to Table I to calculate the average salary for only those institutions belonging to NASULGC. There are now two average salaries printed after each position's rank order of salaries.

TABLE II

The second section is a series of tables showing the salaries paid among the one hundred fifty-six participants arranged into the nine regions defined by the Equal Employment Opportunity Commission (the New York and Boston regions are combined). The responding universities in each region are enumerated at the beginning of the appropriate section.

TABLE III

The third section of the study is a table of salaries paid to university system officers. For purposes of this survey, a university system is defined as one which has a separate administrative structure for a system of multiple general academic institutions, at least one of which has offerings at the doctorate-granting level. Questionnaires were sent to thirty-five university systems in twenty-eight states, and replies were received from thirty-three university systems in twenty-seven states.

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TABLE I

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED FIFTY-SIX UNIVERSITIES
IN FORTY-NINE STATES

This table summarizes the data for one hundred fifty-six universities in forty-nine states. For making these data available, the University of Arkansas is grateful to the following universities:

- *Arizona State University
- *Auburn University
- Ball State University
- Bowling Green State University
- California State University,
Los Angeles
- Central Michigan University
- Central Missouri State University
- City University of New York
Graduate School and
University Center
- City University of New York
Herbert H. Lehman College
- *Clemson University
- Cleveland State University
- College of William and Mary
- Colorado School of Mines
- *Colorado State University
- East Tennessee State University
- East Texas State University
- *Florida State University
- *Georgia Institute of Technology
- Georgia State University
- Idaho State University
- Illinois State University
- Indiana State University
- *Indiana University - Bloomington
- Indiana University of Pennsylvania
- Indiana University - Purdue
University at Indianapolis
- *Iowa State University of Science
and Technology
- *Kansas State University
- *Kent State University
- Lamar University
- *Louisiana State University
and A & M College
- Louisiana Tech University
- Memphis State University
- *Miami University
- *Michigan State University
- Michigan Technological University
- Middle Tennessee State University
- *Mississippi State University
- *Montana State University
- Morgan State University
- New Jersey Institute of Technology
- New Mexico Institute of Mining
and Technology
- *New Mexico State University
- *North Carolina State University
at Raleigh
- *North Dakota State University
- North Texas State University
- Northeast Louisiana University
- Northern Arizona University
- Northern Illinois University
- Northwestern State University
of Louisiana
- Oakland University
- *Ohio State University
- *Ohio University
- *Oklahoma State University
- Old Dominion University
- *Oregon State University
- *Purdue University
- *Rutgers, The State University -
New Brunswick
- Rutgers, The State University -
Newark
- Sam Houston State University
- South Dakota School of Mines
and Technology
- *South Dakota State University
- *Southern Illinois University
at Carbondale
- Southern Illinois University
at Edwardsville

*Member of National Association of State Universities and Land-Grant Colleges.

TABLE I (Continued)

*State University of New York - Albany	*University of Iowa
*State University of New York - Binghamton	*University of Kansas at Lawrence
*State University of New York - Buffalo	*University of Kentucky
*State University of New York - Stony Brook	*University of Louisville
Stephen F. Austin State University	University of Lowell
*Temple University	*University of Maine at Orono
Tennessee Technological University	University of Maryland at Baltimore
Texas A & I University	University of Maryland Baltimore County
*Texas A & M University	*University of Maryland at College Park
*Texas Southern University	*University of Massachusetts
*Texas Tech University	*University of Michigan at Ann Arbor
University of Akron	*University of Minnesota - Twin Cities
*University of Alabama	*University of Mississippi
*University of Alabama - Birmingham	*University of Missouri - Columbia
University of Alabama - Huntsville	*University of Missouri - Kansas City
*University of Arizona	*University of Missouri - Rolla
*University of Arkansas	University of Missouri - St. Louis
*University of California	*University of Montana
*University of California - Davis	*University of Nebraska - Lincoln
*University of California - Riverside	*University of Nebraska at Omaha
University of California - Santa Barbara	University of Nevada, Las Vegas
University of Central Florida	*University of Nevada, Reno
*University of Cincinnati	*University of New Hampshire
University of Colorado at Boulder	*University of New Mexico
University of Colorado at Denver	*University of North Carolina at Chapel Hill
*University of Connecticut	University of North Carolina at Greensboro
*University of Delaware	*University of North Dakota
*University of Florida	University of North Florida
*University of Georgia	University of Northern Colorado
*University of Hawaii at Manoa	University of Northern Iowa
*University of Houston	*University of Oklahoma
*University of Idaho	*University of Oregon
*University of Illinois at Chicago	
*University of Illinois at Urbana-Champaign	

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TABLE I (Continued)

*University of Rhode Island	*University of Utah
University of South Alabama	*University of Vermont
*University of South Carolina, Columbia	*University of Virginia
*University of South Dakota	*University of Washington
*University of South Florida	*University of Wisconsin at Madison
University of Southern Mississippi	*University of Wisconsin at Milwaukee
University of Southwestern Louisiana	*University of Wyoming
*University of Tennessee - Knoxville	*Utah State University
University of Texas at Arlington	*Virginia Commonwealth University
*University of Texas at Austin	*Virginia Polytechnic Institute and State University
University of Texas at Dallas	*Washington State University
University of Texas at El Paso	*West Virginia University
University of Toledo	Western Michigan University
	Wichita State University

*Member of National Association of State Universities and Land-Grant Colleges.

TABLE I (Continued)

PRESIDENT OF A SYSTEM OF MULTI-CAMPUS INSTITUTIONS		RANK	SALARY	RANK	SALARY
1	132,500 *	28	99,800 *	90	79,800 *
2	120,000 *	29	99,367 *	91	79,212 *
3	110,000 *	30	98,500 *	92	79,060 *
4	108,760 *	31	98,500 *	93	79,060 *
5	106,641 *	32	97,350	94	79,060 *
6	106,090	33	95,000 *	95	79,060 *
7	102,000 *	34	95,000 *	96	78,750
8	100,000 *	35	95,000	97	78,215 *
9	(100,000) *	36	95,000	98	78,120
10	96,000 *	37	95,000	99	78,120
11	92,820 *	38	94,150 *	100	78,043 *
12	92,000 *	39	93,900 *	101	78,012
13	91,100	40	93,279 *	102	78,000
14	90,000 *	41	93,000 *	103	78,000 *
15	84,996	42	92,911	104	78,000 *
16	84,750 *	43	92,500 *	105	77,000 *
17	81,953 *	44	92,400 *	106	75,500 *
18	78,000 *	45	92,280 *	107	75,499
19	67,000	46	92,000	108	75,144 *
		47	92,000	109	75,135 *
		48	92,000	110	75,048 *
		49	92,000	111	75,000
		50	91,972	112	74,500
AVERAGE **	99,635	51	91,745	113	74,500
		52	91,226 *	114	74,200 *
AVERAGE ALL	97,037	53	90,929 *	115	74,000
		54	90,650 *	116	73,295
		55	90,125	117	73,000
		56	90,000 *	118	72,764 *
PRESIDENT OF A SINGLE UNIT INSTITUTION		57	90,000 *	119	72,528 *
		58	89,804 *	120	72,252 *
		59	89,230	121	71,335
		60	89,000	122	71,335
		61	87,856 *	123	71,335
RANK	SALARY	62	87,500	124	71,335
1	144,000 *	63	87,000 *	125	70,700 *
2	141,250 *	64	86,525 *	126	70,700 *
3	135,660 *	65	86,300	127	66,000 **
4	130,000 *	66	86,300	128	67,442 *
5	120,833 *	67	85,800	129	67,000
6	120,000 *	68	85,000	130	65,000
7	118,800	69	85,000	131	65,000
8	117,000 *	70	84,000	132	65,000
9	112,800 *	71	84,000 *	133	64,512 *
10	110,000 *	72	83,928 *	134	62,400
11	105,450	73	83,500	135	58,500
12	105,000 *	74	83,000 *	136	56,000
13	104,100	75	83,000		
14	104,000	76	83,000	AVERAGE **	91,092
15	104,000 *	77	82,824		
16	104,000 *	78	82,405 *	AVERAGE ALL	87,599
17	102,000 *	79	82,200		
18	102,000 *	80	82,000		
19	102,000 *	81	82,000		
20	101,000 *	82	81,500 *		
21	101,000	83	81,054 *		
22	100,000 *	84	81,000 *		
23	100,000 *	85	80,445 *		
24	100,000 *	86	80,250		
25	100,000	87	80,000 *		
26	100,000 *	88	80,000		
27	99,900	89	80,000		

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TABLE I (Continued)

ACADEMIC OFFICERS:		RANK	SALARY	AVERAGE **	77,586
ACADEMIC VICE PRESIDENT/ VICE CHANCELLOR		60	74,004 *	AVERAGE ALL	74,705
RANK	SALARY	61	74,000 *		
1	137,000	62	74,000 *		
2	(108,080)*	63	73,800		
3	105,500 *	64	73,000		
4	(99,100)*	65	(72,100)*		
5	(97,000)	66	72,100		
6	96,000 *	67	72,000		
7	95,000 *	68	71,100		
8	94,600 *	69	70,800 *		
9	(93,500)*	70	70,550		
10	(92,700)*	71	(70,512)		
11	92,220 *	72	70,500		
12	92,181 *	73	70,350 *		
13	(91,200)*	74	70,282		
14	91,000 *	75	68,500 *		
15	90,000 *	76	68,500		
16	89,100 *	77	68,500 *		
17	88,100	78	68,500		
18	(88,000)*	79	68,004		
19	88,000 *	80	68,000 *		
20	87,200 *	81	68,000 *		
21	86,700 *	82	68,000 *		
22	86,000	83	67,700		
23	85,500 *	84	67,700 *		
24	85,300 *	85	67,641 *		
25	84,507 *	86	(67,567)*		
26	83,724 *	87	67,000 *		
27	83,330 *	88	66,000 *		
28	82,472	89	65,800		
29	82,500 *	90	65,750 *		
30	82,300 *	91	65,627		
31	81,648	92	65,250 *		
32	81,500 *	93	64,200		
33	81,115	94	63,700		
34	80,740	95	63,500		
35	80,600	96	63,275		
36	80,500	97	63,264		
37	80,500	98	63,180		
38	80,500 *	99	63,000		
39	80,300	100	63,000		
40	(80,000)	101	62,880		
41	80,000 *	102	62,400 *		
42	79,500 *	103	62,040 *		
43	78,200 *	104	61,987 *		
44	77,640 *	105	61,692		
45	77,475 *	106	61,506 *		
46	77,400 *	107	60,683		
47	77,372 *	108	60,542 *		
48	77,160	109	60,000 *		
49	(77,000)*	110	59,920		
50	75,600	111	59,010		
51	75,330 *	112	57,000		
52	75,000	113	55,650		
53	74,844	114	55,000		
54	74,800 *	115	54,000 *		
55	74,700 *	116	54,000 *		
56	74,544 *	117	52,402		
57	(74,532)	118	(51,534)		
58	74,300	119	50,000 *		
59	74,200	120	49,802		

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PAID 1985-86

TABLE I (Continued)

ACADEMIC OFFICERS:
DIRECTOR OF LIBRARIES

RANK	RANK	SALARY	RANK	SALARY
1	60	60,000 *	122	48,040
2	61	59,844 *	123	48,012
3	62	59,827	124	47,800 *
4	63	59,400 *	125	47,700
5	64	59,223 *	126	47,592
6	65	58,440 *	127	47,021
7	66	58,416 *	128	47,000 *
8	67	58,400	129	47,000 *
9	68	58,320 *	130	46,500
10	69	58,200 *	131	46,452
11	70	58,165 *	132	45,376 **
12	71	58,000 *	133	45,210
13	72	58,000 *	134	45,168
14	73	57,700 *	135	44,656
15	74	57,300 *	136	44,153 **
16	75	57,000 *	137	43,560
17	76	56,880	138	43,012
18	77	56,484	139	42,916
19	78	56,200 *	140	42,000
20	79	56,000 *	141	41,771
21	80	55,800 *	142	41,000
22	81	55,400 *	143	40,815
23	82	55,356 *	144	39,655
24	83	55,274	145	39,000
25	84	55,000 *	146	38,980
26	85	54,720 *	147	36,662
27	86	54,500 *	148	34,376
28	87	54,450 *	149	27,416
29	88	54,072		
30	89	54,050 *	AVERAGE **	41,736
31	90	54,027 *	AVERAGE ALL	37,417
32	91	54,000		
33	92	54,000		
34	93	53,815 *		
35	94	53,527		
36	95	53,404		
37	96	53,400		
38	97	53,148		
39	98	53,000 *		
40	99	53,000		
41	100	52,926 *		
42	101	52,900 *		
43	102	52,441		
44	103	52,247		
45	104	52,200 *		
46	105	51,800		
47	106	51,696 *		
48	107	51,500 *		
49	108	51,480		
50	109	50,575 *		
51	110	50,280 *		
52	111	50,055		
53	112	49,500		
54	113	49,300		
55	114	48,700		
56	115	48,375		
57	116	48,300 *		
58	117	48,250 *		
59	118	48,193		
	119	48,162		
	120	48,125		
	121	48,041 *		

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TABLE I (Continued)

ACADEMIC OFFICERS: DIRECTOR OF AFFIRMATIVE ACTION PROGRAM		RANK	SALARY	RANK	SALARY
1	68,300 *	60	41,000 *	122	21,252 *
2	65,838 *	61	39,917		AVERAGE ** 42,820
3	56,850 *	62	39,850		AVERAGE ALL 40,412
4	56,508 *	63	39,700 *		
5	56,268 *	64	39,600 *		
6	56,175 *	65	39,500 *		
7	55,640 *	66	39,400		
8	55,600 *	67	39,303		
9	55,374 *	68	39,250		
10	54,646 *	69	38,500 *		
11	54,600 *	70	38,432		
12	54,570 *	71	37,668 *		
13	53,356 *	72	37,361 *		
14	53,332 *	73	37,300		
15	52,600	74	37,000 *		
16	51,750 *	75	36,700 *		
17	50,750 *	76	36,510 *		
18	49,100 *	77	36,400		
19	(48,952) *	78	36,348 *		
20	48,560 *	79	36,000 *		
21	48,322	80	36,000 *		
22	48,300 *	81	35,543 *		
23	48,250 *	82	35,520		
24	48,222	83	35,020 *		
25	(48,140) *	84	35,000		
26	47,800 *	85	34,500		
27	47,628	86	34,348 *		
28	47,500 *	87	34,000		
29	47,500 *	88	34,000 *		
30	46,125 *	89	33,915		
31	46,037 *	90	33,634 *		
32	46,032	91	33,360 *		
33	45,500 *	92	33,250		
34	45,384 *	93	33,000 *		
35	45,000 *	94	33,000 *		
36	45,000 *	95	32,700 *		
37	44,845 *	96	32,694 *		
38	44,500	97	32,616		
39	43,764 *	98	32,000		
40	43,750 *	99	31,400		
41	43,700 *	100	31,697		
42	(43,700) *	101	31,610		
43	43,020 *	102	31,600		
44	43,000 *	103	30,556 *		
45	42,960 *	104	30,400 *		
46	42,800 *	105	30,284		
47	42,692	106	30,207 *		
48	42,627 *	107	30,000		
49	42,500 *	108	29,897		
50	42,400 *	109	29,366 *		
51	42,064 *	110	28,203		
52	42,000	111	28,400		
53	41,820 *	112	(28,200) *		
54	41,800 *	113	28,096 *		
55	41,524 *	114	28,024		
56	41,400 *	115	28,000		
57	41,200 *	116	27,951		
58	41,167	117	27,800		
59	41,000 *	118	26,796		
		119	26,340 *		
		120	26,200 *		
		121	25,786		

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TABLE I (Continued)

ACADEMIC OFFICERS: DIRECTOR OF COMPUTING SERVICES		RANK	SALARY	RANK	SALARY
RANK	SALARY	60	56,700 *	122	46,200
1	60,727 *	61	56,512 *	123	45,500
2	75,150 *	62	56,240 *	124	45,210
3	75,000 *	63	56,000	125	44,373 *
4	74,000 *	64	56,000 *	126	44,164 *
5	72,096 *	65	55,728	127	43,700 *
6	71,420 *	66	55,500 *	128	43,500 *
7	71,300 *	67	55,458 *	129	43,440 *
8	71,286 *	68	55,156	130	43,100 *
9	71,000 *	69	55,000	131	42,996
10	70,500 *	70	55,000 **	132	42,968
11	70,000 *	71	55,000 **	133	42,900 **
12	69,000 *	72	55,000	134	42,564
13	68,040 *	73	54,940 **	135	42,400 *
14	67,925 *	74	54,600 **	136	42,000 *
15	67,500 *	75	54,500	137	41,412 *
16	67,100 *	76	54,450 **	138	41,350 *
17	66,000	77	54,204 *	139	41,232
18	65,250 *	78	54,012	140	41,205
19	65,112 *	79	54,000	141	39,716
20	65,028 *	80	53,615 *	142	38,950
21	65,000 *	81	53,500 *	143	38,616
22	65,000 *	82	53,476	144	38,000
23	64,584	83	53,300 *	145	37,344
24	64,335	84	53,071 *	146	36,970
25	64,323 *	85	53,004	147	35,025 *
26	64,100 *	86	53,000 *	148	33,135
27	63,840 *	87	52,600	AVERAGE ** 58,274	
28	63,607	88	52,300	AVERAGE ALL 55,007	
29	63,516 *	89	52,200 *		
30	63,472	90	52,000 *		
31	63,070 *	91	52,000 **		
32	63,000 *	92	51,500 *		
33	(62,950) *	93	51,350 *		
34	62,800	94	51,084		
35	(62,011) *	95	51,000 *		
36	62,000 *	96	50,923		
37	61,945 *	97	50,674		
38	61,936 *	98	50,666		
39	61,803 *	99	50,509 *		
40	61,800	100	50,410 *		
41	61,700 *	101	50,300		
42	61,440 *	102	50,100		
43	61,235 *	103	50,100		
44	61,060 *	104	50,100		
45	61,000 *	105	50,058		
46	61,000 *	106	49,500		
47	60,340	107	49,500 *		
48	60,000	108	49,500		
49	59,400 *	109	49,500		
50	59,000 *	110	49,000		
51	58,891 *	111	48,597		
52	58,643 *	112	48,534 *		
53	58,600 *	113	48,500 *		
54	58,000 *	114	47,484		
55	57,700	115	47,436 *		
56	57,548 *	116	47,400 *		
57	57,500 *	117	47,353		
58	57,093 *	118	46,650		
59	57,000 *	119	46,632		
		120	46,620		
		121	46,285		

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TABLE I (Continued)

BUSINESS OR FISCAL OFFICERS:
VICE PRESIDENT FOR
BUSINESS

RANK	SALARY	RANK	SALARY	RANK	SALARY
1	116,000 *	60	(68,400)	122	56,411
2	101,000 *	61	68,000 *	123	56,200
3	(91,600) *	62	67,700	124	55,200
4	(90,000) *	63	67,522	125	54,600 *
5	89,400 *	64	67,303	126	53,560 *
6	89,129 *	65	67,200	127	51,250 *
7	86,000	66	67,152 *	128	48,700
8	86,000 *	67	67,100 *	129	47,783
9	86,000 *	68	67,000	130	46,643 *
10	87,550 *	69	67,000		AVERAGE *** 72,635
11	87,500 *	70	66,522 *		AVERAGE ALL 69,627
12	86,700	71	66,504		
13	65,750	72	66,400		
14	85,486 *	73	66,400		
15	65,200 *	74	66,000 *		
16	64,408 *	75	66,000 *		
17	63,900 *	76	65,700		
18	83,000 *	77	(65,580)		
19	81,620 *	78	65,250 *		
20	(80,300) *	79	65,208 *		
21	80,000 *	80	65,179		
22	79,900	81	65,081 *		
23	79,649 *	82	65,004 *		
24	79,440 *	83	65,000 *		
25	79,000 *	84	65,000 *		
26	78,500 *	85	64,580		
27	78,000	86	64,608 *		
28	77,500 *	87	64,396 *		
29	77,000 *	88	63,552 *		
30	77,000 *	89	63,264		
31	76,950	90	(63,200)		
32	76,850 *	91	63,200		
33	76,576 *	92	63,000 *		
34	76,500 *	93	63,000		
35	76,320 *	94	62,553		
36	75,608 *	95	62,500		
37	75,608 *	96	61,800		
38	75,608 *	97	61,600		
39	75,592 *	98	61,512		
40	74,500	99	61,500 *		
41	74,107 *	100	61,500 *		
42	73,656 *	101	61,200 *		
43	73,000 *	102	61,200 *		
44	72,000	103	61,000 *		
45	72,000 *	104	60,700 *		
46	71,928 *	105	60,500 *		
47	71,900	106	60,500 *		
48	71,900	107	(60,420) *		
49	71,748	108	60,200		
50	71,500 *	109	(60,000) *		
51	70,500 *	110	60,000		
52	70,000 *	111	59,580		
53	70,000	112	59,566		
54	69,271 *	113	59,010		
55	69,000	114	(59,000)		
56	68,604 *	115	58,750		
57	68,503	116	58,700		
58	68,500 *	117	58,600 *		
59	68,500	118	58,200		
		119	58,164 *		
		120	57,700		
		121	56,976		

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TABLE I (Continued)

BUSINESS OR FISCAL OFFICERS:
CONTROLLER

RANK	SALARY	RANK	SALARY	RANK	SALARY
1	77,600 *	60	50,530	122	32,716
2	74,580 *	61	50,199 *	123	31,883
3	70,114 *	62	50,004 *	124	30,416
4	69,600 *	63	50,000 *	AVERAGE ***	53,045
5	68,000 *	64	49,990	AVERAGE ALL	50,268
6	67,095 *	65	49,965 *		
7	65,500 *	66	49,767		
8	65,000 *	67	49,700 *		
9	63,819 *	68	49,176		
10	(63,200)	69	49,000		
11	62,280	70	48,900 *		
12	62,200 *	71	48,900 *		
13	(61,200)*	72	48,700 *		
14	61,000 *	73	48,500 *		
15	61,000 *	74	48,500		
16	60,780 *	75	48,465 *	RANK	SALARY
17	60,000 *	76	48,312 *	1	(60,400)*
18	(60,000)*	77	48,272	2	73,000 *
19	59,400 *	78	48,000 *	3	(72,000)*
20	(59,051)*	79	48,000 *	4	(68,400)*
21	58,874 *	80	48,000 *	5	(61,200)*
22	58,850 *	81	47,900	6	60,800 *
23	58,806 *	82	47,945 *	7	56,000 *
24	57,800	83	46,834 *	8	57,600 *
25	56,350 *	84	46,800	9	56,500
26	55,573 *	85	46,752	10	56,175 *
27	55,550	86	46,704	11	56,000
28	55,080 *	87	46,072	12	55,922
29	55,042 *	88	45,725 *	13	53,120 *
30	55,001 *	89	45,550	14	51,395 *
31	55,000	90	45,456	15	50,040 *
32	55,000 *	91	45,000	16	45,475 *
33	55,000	92	44,496 *	17	45,300 *
34	55,000 *	93	44,148 *	18	41,300 *
35	(54,887)*	94	44,100	19	40,000 *
36	54,600 *	95	43,600	20	39,220 *
37	54,075	96	43,300	21	37,142
38	54,000 *	97	43,294 *	22	37,000 *
39	54,000	98	42,210 *	23	36,050 *
40	53,700 *	99	42,144	24	35,416
41	53,592 *	100	41,533 *	25	34,178
42	53,500 *	101	41,472	26	33,640
43	52,700 *	102	41,191 *	27	27,500 *
44	52,570 *	103	41,143		
45	52,500	104	41,045	AVERAGE ***	51,872
46	52,500	105	40,833	AVERAGE ALL	50,473
47	52,500 *	106	40,338 *		
48	52,464 *	107	40,090 *		
49	52,286 *	108	40,060		
50	52,200	109	40,000		
51	52,055 *	110	39,600		
52	52,000	111	39,140		
53	51,820 *	112	39,058 *		
54	51,811	113	38,900 *		
55	51,761	114	38,806		
56	51,630	115	38,584		
57	51,400 *	116	37,440		
58	51,360	117	37,248 *		
59	51,086 *	118	35,991 *		
		119	35,931 *		
		120	34,622		
		121	32,736		

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TABLE I (Continued)

BUSINESS OR FISCAL OFFICERS: BUSINESS MANAGER		BUSINESS OR FISCAL OFFICERS: INTERNAL AUDITOR		RANK	SALARY
1	(60,400)*	1	59,500 *	60	37,300
2	58,700 *	2	56,000 *	61	37,200 *
3	57,736 *	3	56,000 *	62	37,044 *
4	57,140 *	4	56,000 *	63	36,691
5	55,100 *	5	54,590 *	64	36,614 *
6	53,600 *	6	54,500 *	65	36,500 *
7	53,000 *	7	54,300 *	66	36,226
8	50,000 *	8	53,616 *	67	36,071
9	59,827	9	53,000 *	68	36,000
10	58,000	10	51,500 *	69	35,962
11	57,700 *	11	50,900	70	35,934
12	57,600	12	50,036 *	71	35,730 *
13	56,500 *	13	48,996 *	72	35,500 *
14	(54,887)*	14	48,400	73	34,968 *
15	53,136 *	15	48,216 *	74	34,657
16	52,701 *	16	48,135 *	75	34,450 *
17	52,600 *	17	47,210 *	76	34,164
18	52,500 *	18	(46,791)*	77	33,996 *
19	52,320 *	19	46,700 *	78	33,069
20	52,200 *	20	46,000 *	79	33,C50
21	52,000 *	21	45,754 *	80	32,964 *
22	50,387	22	45,600 *	81	32,640
23	50,000 *	23	45,084 *	82	32,220
24	48,033 *	24	44,843 *	83	32,100 *
25	47,041	25	44,643 *	84	32,000
26	46,000	26	44,300 *	85	31,828
27	45,800	27	43,750 *	86	31,671
28	45,236 *	28	42,787 *	87	31,254
29	44,975	29	42,600 *	88	31,100
30	44,700	30	42,371	89	31,000
31	44,504 *	31	42,200 *	90	30,800 *
32	44,400	32	42,072	91	30,600 *
33	43,524	33	41,250 *	92	30,224 *
34	43,451 *	34	40,836 *	93	29,930
35	43,056	35	40,680 *	94	29,870
36	41,705	36	40,488 *	95	29,581 *
37	41,100 *	37	40,400	96	29,500 *
38	40,991	38	40,000 *	97	29,390
39	39,440 *	39	39,500 *	98	29,CCC
40	39,116	40	39,401 *	99	26,825 *
41	38,640	41	39,396 *	100	28,059
42	38,628	42	39,300 *	101	27,102 *
43	37,920	43	39,056	102	25,800 *
44	37,035	44	38,946 *	103	25,200
45	35,534 *	45	38,764	104	19,992
46	35,000	46	38,500 *	105	19,736
47	34,400	47	38,400 *	106	19,100 *
48	33,500 *	48	38,304	AVERAGE "++" 41,055	
49	29,744	49	38,210 *	AVERAGE ALL 38,634	
50	28,591	50	38,156 *		
51	25,952	51	38,061		
52	24,645 *	52	37,944 *		
53	24,499 *	53	37,840		
		54	37,825		
		55	37,752		
		56	37,740 *		
		57	37,500 *		
		58	37,400 *		
		59	37,389		

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BUSINESS OR FISCAL OFFICERS:
BUDGET OFFICER

RANK	SALARY	RANK	SALARY	RANK	SALARY
1	83,500 *	60	45,900 *	122	30,000
2	88,916 *	61	45,672	123	17,855
3	(87,000)	62	45,000 *	AVERAGE ***	48,896
4	(65,626) *	63	45,000	AVERAGE ALL	46,025
5	64,500 *	64	44,900 *		
6	63,900 *	65	44,664		
7	63,600 *	66	44,655 *		
8	62,000	67	44,527		
9	61,512 *	68	44,520 *		
10	(61,417) *	69	44,400		
11	60,912 *	70	44,303 *		
12	60,750	71	44,000		
13	60,000	72	43,620		
14	60,000 *	73	43,620		
15	59,700 *	74	43,600 *		
16	(59,670) *	75	43,356 *		
17	59,300 *	76	43,020 *		
18	58,900 *	77	42,956 *		
19	58,000 *	78	42,636		
20	57,024 *	79	42,230		
21	56,830	80	42,000 *		
22	56,600 *	81	42,000 *		
23	55,920 *	82	41,361 *		
24	55,590	83	41,300		
25	55,000 *	84	41,260 *		
26	(54,887) *	85	41,000 *		
27	54,431 *	86	40,500 *		
28	54,200 *	87	40,473 *		
29	54,000	88	40,000 *		
30	53,400 *	89	40,000 *		
31	53,154	90	39,775 *		
32	53,136 *	91	39,300 *		
33	53,076 *	92	39,236 *		
34	53,015 *	93	39,140		
35	53,000	94	39,000		
36	53,000 *	95	38,738 *		
37	52,406 *	96	38,534		
38	52,400 *	97	38,500		
39	52,388 *	98	38,500		
40	51,980	99	38,500		
41	51,584 *	100	37,600 *		
42	51,JUC *	101	37,557 *		
43	50,748 *	102	37,500 *		
44	50,230 *	103	37,389		
45	49,362 *	104	37,361 *		
46	49,159 *	105	37,360		
47	49,150 *	106	36,845 *		
48	49,000	107	36,616		
49	48,886 *	108	36,283 *		
50	48,700 *	109	36,200		
51	47,902 *	110	35,505		
52	47,830 *	111	35,412		
53	47,300 *	112	35,000		
54	47,232	113	34,884		
55	47,050	114	33,990		
56	46,464 *	115	33,900 *		
57	46,418 *	116	33,540		
58	46,350 *	117	33,400 *		
59	46,188	118	33,050 *		
		119	31,000		
		120	30,800 *		
		121	30,500		

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BUSINESS OR FISCAL OFFICERS:
DIRECTOR OF PERSONNEL

RANK	SALARY	RANK	SALARY	RANK	SALARY
1	61,240 *	60	48,042 *	122	36,300
2	76,000 *	61	48,033 *	123	36,050
3	75,600 *	62	47,902 *	124	36,000 *
4	73,700 *	63	47,300 *	125	36,000
5	72,695 *	64	47,232 *	126	35,445
6	69,552	65	46,800 *	127	35,178 *
7	68,100 *	66	46,500	128	35,120 *
8	67,100 *	67	46,341 *	129	34,560
9	(67,000)	68	45,900 *	130	34,345 *
10	66,300 *	69	45,838	131	33,700 *
11	63,200 *	70	45,780 *	132	33,200
12	62,800 *	71	45,700 *	133	33,135
13	62,138 *	72	45,675 *	134	32,740 *
14	62,073 *	73	45,415	135	32,465
15	62,000 *	74	45,369 *	136	32,089 *
16	61,400 *	75	45,200	137	32,009 *
17	60,650 *	76	45,005 *	138	31,997 *
18	60,500 *	77	45,000	139	31,828
19	59,956	78	45,000 *	140	31,557
20	59,200	79	45,000	141	31,117
21	57,928 *	80	44,880	142	29,725
22	57,500 *	81	44,064 *	143	29,223
23	56,254	82	44,035 *	144	26,600 *
24	56,079	83	44,000	145	26,149
25	55,540 *	84	44,000 *	146	26,047
26	55,158	85	43,752 *	147	(25,940) *
27	55,100 *	86	43,715		
28	55,008	87	43,550 *		AVERAGE *** 49,237
29	54,967 *	88	43,320		
30	54,410 *	89	43,200 *		AVERAGE ALL 46,520
31	53,900 *	90	43,175 *		
32	53,815 *	91	43,044 *		
33	53,575 *	92	42,500		
34	53,550	93	42,432		
35	53,481 *	94	42,375		
36	53,000 *	95	41,974		
37	52,990 *	96	41,880 *		
38	52,841 *	97	41,785 *		
39	52,325 *	98	41,730 *		
40	52,000 *	99	41,700 *		
41	51,750 *	100	41,500 *		
42	51,610 *	101	40,750		
43	51,300 *	102	40,332		
44	51,000 *	103	39,996		
45	50,500	104	39,668		
46	50,400 *	105	39,396 *		
47	50,400 *	106	39,396 *		
48	50,000	107	39,337		
49	49,834	108	39,312 *		
50	49,476 *	109	39,024 *		
51	49,251 *	110	39,000		
52	49,250	111	38,617		
53	49,047 *	112	37,992		
54	49,000	113	37,660		
55	48,900 *	114	37,800		
56	48,588 *	115	37,750		
57	48,500	116	37,500		
58	48,400	117	37,361		
59	48,300	118	37,000		
		119	36,845 *		
		120	36,624		
		121	36,565 *		

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TABLE I (Continued)

STUDENT AFFAIRS OFFICERS:
VICE PRESIDENT FOR STUDENT
AFFAIRS (SERVICES)

RANK	SALARY	RANK	SALARY	RANK	SALARY
1	£7,900 *	50	(62,796)	122	45,000
2	£5,600	61	£2,720 *	123	44,040
3	£4,360	62	£2,700 *	124	43,600
4	£3,700 *	63	£2,400 *	AVERAGE ***	£5,689
5	£3,200 *	64	£2,370 *	AVERAGE ALL	£3,835
6	£2,700 *	65	£2,250		
7	£2,000	66	£2,100 *		
8	£0,000 *	67	£2,000		
9	£8,999 *	68	£1,200		
10	£8,280 *	69	£1,100		
11	£7,000 *	70	£0,979 *		
12	£6,560 *	71	£0,972		
13	£4,500 *	72	£0,945 *		
14	£4,220 *	73	£0,900 *		
15	£3,635 *	74	£0,480 *		
16	£3,538 *	75	£0,068		
17	£3,500 *	76	£0,000 *		
18	£3,200 *	77	£0,000 *		
19	£3,000 *	78	£0,000 *		
20	£2,900 *	79	£0,868 *		
21	£2,250 *	80	£0,582		
22	£2,200 *	81	£0,568		
23	£2,000	82	£0,500 *		
24	£2,000 *	83	£0,000		
25	£0,766 *	84	£0,950 *		
26	£0,543 *	85	£0,822 *		
27	£0,008 *	86	£0,224 *		
28	£0,000 *	87	£0,250 *		
29	£0,000 *	88	£0,200		
30	£0,000	89	£0,000		
31	£9,900 *	90	£0,000		
32	£9,800 *	91	£0,000 *		
33	£9,700	92	£7,845 *		
34	£9,525 *	93	£7,371 *		
35	£9,300	94	£7,130		
36	£9,300 *	95	£7,000 *		
37	£9,200	96	£7,000 *		
38	£9,000 *	97	£7,000 *		
39	£8,800 *	98	£6,600 *		
40	£8,686	99	£6,520		
41	£8,604 *	100	£6,437 *		
42	£8,350	101	£6,230 *		
43	£8,200 *	102	£6,160 *		
44	£8,160	103	£6,000		
45	£7,530 *	104	£5,500 *		
46	£7,472 *	105	£5,400 *		
47	£7,400 *	106	£5,060		
48	£7,140 *	107	£5,000		
49	£6,510	108	£4,750		
50	£6,200 *	109	£4,124		
51	£5,600 *	110	£4,060		
52	£5,537	111	£3,753		
53	£4,500 *	112	£3,594		
54	£4,300	113	£3,550 *		
55	£4,000	114	£3,500		
56	£3,750	115	£2,395		
57	£3,463 *	116	£1,450		
58	£3,376 *	117	£0,900		
59	£3,300	118	£0,154 *		
		119	£0,000 *		
		120	£7,900 *		
		121	£7,700		

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STUDENT AFFAIRS OFFICERS:
DEAN OF STUDENT AFFAIRS

RANK	RANK	SALARY	RANK	SALARY
1	60	45,000 *	16	44,566 *
2	61	44,820 *	17	43,676 *
3	62	44,653 *	18	42,783 *
4	63	44,368 *	19	42,550 *
5	64	44,217 *	20	42,525 *
6	65	44,000 *	21	42,500 *
7	66	43,783 *	22	41,376 *
8	67	43,350 *	23	40,900 *
9	68	43,000 *	24	40,866 *
10	69	42,755 *	25	40,657 *
11	70	42,697 *	26	40,656 *
12	71	42,374 *	27	39,468 *
13	72	42,168 *	28	39,060 *
14	73	42,111 *	29	39,000 *
15	74	42,000 *	30	38,500 *
16	75	41,500 *	31	38,383 *
17	76	41,316 *	32	38,383 *
18	77	41,000 *	33	37,668 *
19	78	40,032 *	34	37,100 *
20	79	39,551 *	35	36,840 *
21	80	39,045 *	36	36,228 *
22	81	38,650 *	37	35,930 *
23	82	38,473 *	38	34,824 *
24	83	38,086 *	39	33,564 *
25	84	37,500 *	40	33,000 *
26	85	36,500 *	41	33,000 *
27	86	36,375 *	42	32,950 *
28	87	36,225 *	43	30,800 *
29	88	35,916 *	44	30,300 *
30	89	35,808 *	45	29,760 *
31	90	35,716 *	46	29,733 *
32	91	35,000 *	47	29,350 *
33	92	34,265 *	48	29,285 *
34	93	34,008 *	49	29,213 *
35	94	33,800 *	50	28,196 *
36	AVERAGE **	48,976	51	27,966 *
37	50,028 *		52	27,800 *
38	50,003 *		53	27,314 *
39	50,000 *		54	26,680 *
40	49,500 *		55	26,302 *
41	49,450 *		56	26,070 *
42	49,400 *		57	24,264 *
43	49,000 *		58	22,000 *
44	48,800 *		59	21,000 *
45	48,700 *		60	20,000 *
46	48,500 *			
47	48,340 *			
48	48,234 *			
49	48,200 *			
50	47,500 *			
51	47,250 *			
52	47,196 *			
53	46,416 *			
54	46,321 *			
55	46,300 *			
56	46,000 *			
57	45,658 *			
58	45,114 *			
59	45,020			
	RANK	SALARY		AVERAGE ** 41,024
	1	78,584 *		
	2	74,821 *		AVERAGE ALL 39,586
	3	67,800 *		
	4	63,369 *		
	5	59,274 *		
	6	57,089 *		
	7	55,950 *		
	8	52,596 *		
	9	50,652 *		
	10	48,600 *		
	11	48,000 *		
	12	46,935 *		
	13	46,900 *		
	14	45,500 *		
	15	45,500 *		

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TABLE I (Continued)

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF ADMISSIONS

RANK	RANK	SALARY	RANK	SALARY
1	60	45,289 *	122	35,900 *
2	61	45,056 *	123	34,965
3	62	45,000	124	34,130 *
4	63	44,700 *	125	34,086
5	64	44,500 *	126	33,353 *
6	55	44,400 *	127	33,234
7	66	44,380 *	128	33,233
8	67	44,100	129	32,503 *
9	68	44,000 *	130	32,161
10	69	43,775	131	31,720 *
11	70	43,500	132	31,360 *
12	71	43,240	133	31,200
13	72	43,012	134	30,500
14	73	43,000 *	135	29,916
15	74	42,932	136	29,700
16	75	42,840 *	137	29,650
17	76	42,705 *	138	29,027 *
18	77	42,506	139	28,917
19	78	42,400	140	28,246 *
20	79	42,348 *	141	28,242
21	80	42,312	142	28,149
22	81	42,225	143	27,610
23	82	42,092 *	144	27,313 *
24	83	42,024 *	145	27,000
25	84	42,012 *	146	24,387
26	85	42,000		AVERAGE *** 45,143
27	86	41,857 *		AVERAGE ALL 43,324
28	87	41,700 *		
29	88	(41,650)		
30	89	41,587 *		
31	90	41,411 *		
32	91	41,365 *		
33	92	(41,189)		
34	93	41,100 *		
35	94	41,000 *		
36	95	40,800		
37	96	40,600		
38	97	40,033 *		
39	98	40,000 *		
40	99	39,900		
41	100	39,867 *		
42	101	39,348 *		
43	102	(39,120)*		
44	103	38,858		
45	104	38,656 *		
46	105	38,855 *		
47	106	38,550 *		
48	107	38,325 *		
49	108	38,000 *		
50	109	38,000		
51	110	37,900		
52	111	37,800 *		
53	112	37,700 *		
54	113	37,026 *		
55	114	36,400 *		
56	115	35,900 *		
57	116	35,695		
58	117	35,627 *		
59	118	35,601		
	119	35,592		
	120	35,363 *		
	121	35,000 *		

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TABLE I (Continued)

STUDENT AFFAIRS OFFICERS:
REGISTRAR

RANK	RANK	SALARY	RANK	SALARY
1	60	43,800 *	122	36,420
2	61	43,700 *	123	36,219
3	62	43,559	124	36,200
4	63	43,475 *	125	36,100
5	64	43,457 *	126	36,152
6	65	43,345 *	127	36,000
7	66	43,272	128	35,975
8	67	43,086 *	129	35,899 *
9	68	43,000 *	130	35,867 *
10	69	42,942 *	131	35,650
11	70	42,932	132	35,320 *
12	71	42,610	133	34,633 *
13	72	42,200	134	34,416
14	73	42,100 *	135	34,208
15	74	42,000 *	136	34,086
16	75	42,000 *	137	32,500 *
17	76	41,796 *	138	30,604 *
18	77	41,700 *	139	30,618
19	78	(41,650)	140	30,500
20	79	41,600	141	30,000 *
21	80	41,484 *	142	(28,242)
22	81	41,483	143	28,000 *
23	82	41,300 *	144	27,828
24	83	41,191	145	27,442 *
25	84	(41,189)	146	25,175
26	85	(41,150)	147	24,000 *
27	86	41,000 *		AVERAGE ** 44,614
28	87	40,768		AVERAGE ALL 43,061
29	88	40,500 *		
30	89	40,366		
31	90	40,100		
32	91	40,040		
33	92	40,000 *		
34	93	40,000 *		
35	94	40,000 *		
36	95	40,060 *		
37	96	39,761		
38	97	39,652		
39	98	39,628		
40	99	39,406 *		
41	100	39,300		
42	101	39,135		
43	102	(39,120)		
44	103	39,016 *		
45	104	39,000 *		
46	105	38,874 *		
47	106	38,866 *		
48	107	38,761		
49	108	38,750		
50	109	38,622 *		
51	110	38,517 *		
52	111	38,500		
53	112	38,232		
54	113	38,000		
55	114	37,951 *		
56	115	37,800		
57	116	37,755		
58	117	37,557 *		
59	118	37,500 *		
	119	37,312 *		
	120	36,499		
	121	36,463 *		

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TABLE I (Continued)

STUDENT AFFAIRS OFFICERS: DIRECTOR OF FINANCIAL AID		RANK	SALARY	RANK	SALARY
RANK	SALARY	60	41,244 *	122	33,650
1	59,827	61	41,011 *	123	33,432
2	55,700 *	62	41,000	124	33,273
3	55,260 *	63	41,000C *	125	33,200C *
4	53,815 *	64	40,968	126	32,970 *
5	(53,575) *	65	40,632	127	32,500C *
6	53,200	66	40,515	128	32,416
7	53,166 *	67	40,490 *	129	32,340 *
8	50,700 *	68	40,142 *	130	32,096
9	50,100 *	69	40,130C	131	32,000C *
10	50,020 *	70	40,090 *	132	32,000C *
11	50,000 *	71	40,075 *	133	31,860C *
12	49,812 *	72	40,056 *	134	31,840
13	49,553 *	73	40,000C *	135	31,800C
14	49,152 *	74	39,735 *	136	31,362
15	48,832 *	75	39,556 *	137	31,320C
16	48,768	76	39,503 *	138	31,236
17	48,750 *	77	39,358 *	139	31,184
18	48,240	78	39,349 *	140	31,162
19	48,000 *	79	39,310 *	141	31,055 *
20	48,000C *	80	39,290	142	30,958 *
21	47,712 *	81	39,200 *	143	30,900C
22	47,664 *	82	38,880 *	144	30,744
23	47,400	83	38,591	145	30,400C
24	47,200C *	84	38,456	146	30,100C
25	47,196 *	85	38,325 *	147	29,475
26	47,059 *	86	38,316 *	148	29,364
27	46,925 *	87	37,980C *	149	27,983
28	46,750 *	88	37,878 *	150	26,739 **
29	46,340	89	37,873	151	26,724
30	46,004 *	90	37,589	152	26,239
31	45,500C *	91	37,200C	153	21,361 **
32	45,392 *	92	37,100C *	154	20,090C
33	45,384	93	37,078 *		
34	45,253 *	94	37,000C	AVERAGE ***	41,541
35	45,100	95	36,975 *		
36	45,052	96	36,947 *	AVERAGE ALL	39,631
37	44,900C *	97	36,900C *		
38	44,520 *	98	36,846		
39	44,400C *	99	36,826		
40	44,400C *	100	36,750C		
41	44,300C *	101	36,472		
42	44,025	102	36,400C		
43	44,000C *	103	36,375		
44	43,920C *	104	36,295 *		
45	43,870C *	105	36,091		
46	43,752 *	106	36,000C *		
47	43,370 *	107	35,875		
48	43,250 *	108	35,782		
49	43,000 *	109	35,586 *		
50	42,893 *	110	35,471 *		
51	42,700C *	111	35,431 *		
52	42,552 *	112	35,400C		
53	42,457	113	35,400C		
54	42,420 *	114	35,360C		
55	42,420 *	115	35,320C *		
56	41,900 *	116	32,195 *		
57	41,844	117	34,800C *		
58	41,700	118	34,341		
59	41,368 *	119	34,285 *		
	41,300C *	120	34,086		
		121	34,000C		

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TABLE I (Continued)

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF HOUSING

RANK	RANK	SALARY	RANK	SALARY
1	60	43,267 *	122	29,992 *
2	61	43,000	123	29,705
3	62	42,900 *	124	29,279
4	63	42,517 *	125	28,826
5	64	42,200 *	126	28,591 *
6	65	42,093	127	28,094
7	66	41,855	128	27,694
8	67	41,800 *	129	26,603 *
9	68	40,993	130	26,471 *
10	69	40,868 *	131	26,280
11	70	40,400 *	132	26,000
12	71	40,176 *	133	25,030
13	72	39,928	134	24,978
14	73	39,850 *	135	24,885 *
15	74	39,700 *	136	24,070
16	75	39,500 *	137	17,706
17	76	39,296 *		
18	77	39,010 *		AVERAGE ** 43,878
19	78	39,000		
20	79	38,712 *		AVERAGE ALL 41,084
21	80	38,199		
22	81	38,007 *		
23	82	37,720		
24	83	37,710 *		
25	84	37,300 *		
26	85	36,816 *		
27	86	36,500		
28	87	36,486		
29	88	36,348 *		
30	89	36,206 *		
31	90	35,700		
32	91	35,626		
33	92	35,465 *		
34	93	35,460		
35	94	35,250 *		
36	95	35,004		
37	96	35,000		
38	97	35,000		
39	98	34,813		
40	99	34,721 *		
41	100	34,637		
42	101	34,615		
43	102	34,256		
44	103	34,157 *		
45	104	34,136		
46	105	34,000 *		
47	106	33,600 *		
48	107	33,600 *		
49	108	33,436 *		
50	109	33,428		
51	110	33,240		
52	111	32,960		
53	112	32,736		
54	113	32,248 *		
55	114	32,000		
56	115	31,800		
57	116	31,254 *		
58	117	31,045		
59	118	30,514		
	119	30,350 *		
	120	30,323		
	121	30,000 *		

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TABLE I (Continued)

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF STUDENT
HEALTH CENTER

RANK	SALARY	RANK	SALARY	AVERAGE ***	AVERAGE ALL
1	93,617 *	60	60,069		
2	91,351 *	61	60,045 *	64,540	59,836
3	86,700 *	62	59,784 *		
4	86,688 *	63	59,450 *		
5	84,809 *	64	59,358 *		
6	83,790 *	65	59,299 *		
7	83,200 *	66	59,281 *		
8	83,080 *	67	59,010		
9	82,623 *	68	59,000 *		
10	82,536 *	69	58,995 *		
11	81,504	70	58,580 *		
12	81,400 *	71	58,369 *		
13	80,678 *	72	57,978 *		
14	80,652	73	57,800 *		
15	79,300 *	74	57,550 *		
16	79,026 *	75	57,228 *		
17	79,000 *	76	57,000 *		
18	79,000 *	77	56,500 *		
19	78,780 *	78	56,456 *		
20	78,251	79	56,196		
21	78,020 *	80	55,000		
22	76,750 *	81	54,954 *		
23	75,546	82	54,804 *		
24	75,311 *	83	54,695		
25	75,000 *	84	53,750 *		
26	74,891 *	85	53,521		
27	74,757 *	86	53,080 *		
28	74,664 *	87	53,045		
29	73,492 *	88	51,840 *		
30	72,600 *	89	51,120		
31	72,573 *	90	50,295		
32	72,360	91	49,694 *		
33	71,900 *	92	49,700 *		
34	70,270 *	93	49,610		
35	70,000 *	94	48,694 *		
36	70,000 *	95	48,500 *		
37	69,876 *	96	47,500 *		
38	69,423 *	97	47,420 *		
39	69,286 *	98	47,390		
40	68,961 *	99	44,000 *		
41	68,600 *	100	42,570		
42	68,544 *	101	42,362 *		
43	68,800 *	102	41,723		
44	66,638	103	41,404 *		
45	(66,425) *	104	39,598		
46	66,400 *	105	37,150 *		
47	65,965 *	106	36,987 *		
48	65,215 *	107	36,400 *		
49	65,100 *	108	35,420		
50	64,557	109	34,723 *		
51	64,020 *	110	34,000		
52	63,760 *	111	29,000		
53	63,654	112	28,238 *		
54	63,581	113	28,008		
55	63,500	114	27,810		
56	63,000 *	115	27,660		
57	62,220 *	116	26,250		
58	61,361 *	117	25,722		
59	61,180 *	118	24,760		
		119	24,595		
		120	24,481		
		121	22,407		

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TABLE I (Continued)

ADMINISTRATIVE OPERATIONS
OFFICERS: EXECUTIVE
VICE PRESIDENT

RANK	SALARY	RANK	SALARY	RANK	SALARY
1	(117,000)*	16	75,600 *	13	65,875 *
2	(104,340)*	17	75,100 *	14	64,600 *
3	(99,100)*	18	73,500 *	15	63,700 *
4	(99,000)*	19	73,240 *	16	62,811 *
5	(97,500)*	20	70,400 *	17	(61,417)*
6	(97,000)*	21	69,430 *	18	(59,670)*
7	(96,000)*	22	69,120 *	19	59,000 *
8	92,795 *	23	68,406 *	20	58,950 *
9	(90,000)*	24	69,000 *	21	58,350 *
10	87,512 *	25	69,000 *	22	57,400 *
11	85,600 *	26	68,406 *	23	57,328 *
12	(63,000)*	27	(68,340)*	24	55,500 *
13	81,648 *	28	67,152 *	25	53,753 *
14	81,000 *	29	66,588 *	26	48,000 *
15	80,000 *	30	66,449 *	27	(46,900)*
16	79,222 *	31	66,000 *	28	46,704 *
17	79,200 *	32	66,000 *		
18	75,000 *	33	65,500 *		AVERAGE ** 64,424
19	71,500 *	34	64,893 *		AVERAGE ALL 64,078
20	70,680 *	35	64,632 *		
21	70,320 *	36	64,500 *		
22	70,200 *	37	64,396 *		
23	70,087 *	38	63,000 *		
24	(68,340)*	39	62,796 *		
25	67,057 *	40	62,000 *		
26	61,405 *	41	61,560 *		
27	(60,420)*	42	59,000 *		
28	59,500 *	43	(59,000)*		
29	(59,000)	44	58,995 *		
30	55,454 *	45	58,200 *		
31	55,400 *	46	56,472 *		
32	52,402 *	47	55,556 *		
	AVERAGE ** 60,931	48	54,192 *		
	AVERAGE ALL 78,628	49	53,500 *		
		50	51,460 *		
		51	51,155 *		
		52	50,000 *		
			AVERAGE ** 70,775		
			AVERAGE ALL 68,743		

ADMINISTRATIVE OPERATIONS:
OFFICERS: ADMINISTRATIVE
VICE PRESIDENT

RANK	SALARY
1	(91,600)*
2	86,500 *
3	85,000 *
4	82,000 *
5	80,500 *
6	80,100 *
7	80,004 *
8	79,300 *
9	78,700 *
10	78,650 *
11	78,568 *
12	77,000 *
13	77,000 *
14	(76,061)*
15	76,000 *

ADMINISTRATIVE OPERATIONS
OFFICERS: VICE PRES FOR
PLANNING AND BUDGETING

RANK	SALARY
1	63,500 *
2	79,300 *
3	(76,061)*
4	75,960 *
5	(75,480)*
6	72,360 *
7	(72,000)*
8	69,000 *
9	(68,810)*
10	68,000 *
11	67,200 *
12	67,140 *

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ADMINISTRATIVE OPERATIONS OFFICERS: LEGAL COUNSEL		RANK	SALARY	RANK	SALARY
RANK	SALARY	60	39,628 *	43	50,678 *
1	95,000 *	61	39,600	44	50,500 *
2	82,500 *	62	39,200	45	50,220 *
3	80,000 *	63	37,200	46	50,074 *
4	79,400 *	64	36,546	47	50,000 *
5	75,100 *	65	36,249 *	48	49,391
6	74,518 *	66	34,500 *	49	49,082
7	74,200 *	67	33,984 *	50	48,816
8	67,000 *	68	30,540 *	51	48,646 *
9	66,500 *	AVERAGE ** 57,006		52	48,322
10	66,012 *	AVERAGE ALL 54,767		53	48,048 *
11	65,160 *			54	48,000 *
12	65,000 *			55	48,000 *
13	64,584	ADMINISTRATIVE OPERATIONS OFFICERS: ASSISTANT TO THE PRESIDENT		56	47,700 *
14	64,456 *			57	47,500 *
15	64,000			58	47,500 *
16	63,000 *			59	47,063 *
17	62,408 *	RANK	SALARY	60	47,000 *
18	62,220 *	1	75,000 *	61	46,200 *
19	62,000	2	74,000 *	62	46,200 *
20	61,000 *	3	69,050 *	63	45,924
21	60,270	4	68,800 *	64	45,528 *
22	60,012 *	5	66,600 *	65	45,000 *
23	60,000 *	6	66,100 *	66	44,700 *
24	59,114 *	7	65,000 *	67	44,700 *
25	58,983 *	8	64,834 *	68	44,700 *
26	58,800 *	9	64,000 *	69	43,630 *
27	58,770 *	10	63,000 *	70	43,400
28	58,348 *	11	62,836 *	71	43,359
29	58,272 *	12	62,794	72	43,200 *
30	57,300	13	61,500	73	42,800 *
31	56,089 *	14	60,504	74	42,800 *
32	54,936 *	15	60,500 *	75	42,330 *
33	54,100 *	16	60,000 *	76	41,894
34	53,900	17	60,000 *	77	41,600
35	53,800	18	59,827	78	41,543 *
36	53,400 *	19	59,000	79	41,200 **
37	53,116 *	20	58,893 *	80	41,200 **
38	53,000 *	21	58,500 *	81	39,650 *
39	52,000 *	22	58,401 *	82	38,004 *
40	52,000 *	23	58,200	83	38,000 *
41	51,450 *	24	58,000 *	84	37,450 *
42	50,646	25	58,000 *	85	37,420 *
43	50,482 *	26	57,900 *	86	36,720 *
44	50,000	27	57,000	87	36,200
45	49,200	28	56,616 *	88	35,700 *
46	48,550 *	29	56,712	89	35,364 *
47	47,600 *	30	56,000	90	35,146 *
48	47,300	31	55,656 *	91	35,076 *
49	47,300	32	55,061 *	92	34,875
50	46,000	33	54,570 *	93	34,280 **
51	45,900 *	34	54,000 *	94	33,750 *
52	45,434 *	35	53,266 *	95	32,900 *
53	44,803 *	36	52,900	96	32,656 **
54	44,060	37	52,800	97	32,236
55	43,000	38	52,368 *	98	31,531 *
56	42,000	39	52,200	99	31,200 *
57	41,952 *	40	51,060	100	30,756 *
58	41,000 *	41	51,000 *		
59	39,781 *	42	50,800		

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Continued.

ADMINISTRATIVE OPERATIONS
OFFICERS: ASSISTANT
TO THE PRESIDENT

RANK	SALARY	RANK	SALARY
101	29,150 *	37	48,400 *
102	28,600 *	38	48,216 *
103	28,472	39	48,000
104	25,916 *	40	47,960
105	25,440 *	41	47,500
106	24,100	42	47,376
107	24,000	43	47,000 *
108	22,750	44	46,575 *
109	20,500	45	46,512 *
		46	46,000 *
		47	45,972
		48	45,574
		49	45,492
	AVERAGE *** 48,102	50	45,150 *
		51	45,000 *
	AVERAGE ALL 47,407	52	44,700
		53	44,000 *
		54	43,900
		55	43,256 *
		56	43,200 *
		57	43,023 *
		58	(42,900) *
		59	41,663 *
		60	41,400 *
		61	40,980
1	72,500 *	62	40,000 *
2	71,982 *	63	39,600
3	69,700 *	64	38,862 *
4	67,500 *	65	37,313 *
5	66,150 *	66	37,300
6	63,516 *	67	35,782
7	(62,053) *	68	35,548 *
8	60,852	69	35,500
9	60,750	70	35,000 *
10	56,000 *	71	34,874
11	57,600 *	72	34,178
12	57,500 *	73	33,651
13	56,000 *	74	33,628
14	55,550 *	75	33,135
15	55,329 *	76	33,760 *
16	55,000 *	77	31,570 *
17	54,080 *	78	30,056 *
18	54,000	79	26,109
19	53,952 *		
20	53,500 *		AVERAGE *** 49,754
21	53,112 *		
22	52,240 *		AVERAGE ALL 47,618
23	51,000 *		
24	50,800 *		
25	50,290 *		
26	50,280 *		
27	50,268		
28	50,061 *		
29	50,000		
30	50,000 *		
31	50,000 *		
32	49,500 *		
33	49,000		
34	48,875 *		
35	48,731 *		
36	48,500		

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TABLE I (Continued)

ADMINISTRATIVE OPERATIONS OFFICERS: DIRECTOR OF PHYSICAL PLANT		RANK	SALARY	RANK	SALARY
1	75,100 *	60	51,376 *	122	41,050 *
2	69,810	61	51,000 *	123	40,866
3	69,800 *	62	51,000 *	124	40,866
4	69,000 *	63	50,880	125	40,100
5	69,000 *	64	50,800 *	126	40,600 *
6	68,402 *	65	50,760	127	39,268 *
7	67,400 *	66	50,545 *	128	38,007
8	66,713 *	67	50,460 *	129	37,700
9	65,985 *	68	50,000	130	37,402
10	65,948 *	69	50,000	131	37,361
11	65,400	70	49,827	132	37,200
12	65,397 *	71	49,800 *	133	37,176 *
13	65,320 *	72	49,680	134	27,104 *
14	64,800 *	73	49,500	135	36,950 *
15	64,500 *	74	49,444	136	36,817 *
16	64,440 *	75	48,948 *	137	36,803
17	63,120 *	76	48,825 *	138	36,450
18	(62,053) *	77	48,779	139	36,000
19	61,500 *	78	48,750 *	140	35,872 *
20	61,380	79	48,504 *	141	35,730
21	61,332 *	80	48,454 *	142	34,957
22	61,214	81	48,100 *	143	31,400
23	60,900 *	82	48,000 *	144	30,364
24	60,800 *	83	48,000 *	145	29,718
25	60,588 *	84	47,990 *	AVERAGE ** 52,885	
26	60,377 *	85	47,904 *	AVERAGE ALL 50,222	
27	60,000 *	86	47,500		
28	59,102 *	87	47,464		
29	58,800 *	88	47,400 *		
30	58,200 *	89	47,400 *		
31	58,176	90	47,112 *		
32	57,000 *	91	47,000		
33	57,000 *	92	47,000		
34	56,100 *	93	46,800		
35	56,000 *	94	46,850 *		
36	55,673 *	95	46,500 *		
37	55,444 *	96	46,415		
38	55,380 *	97	46,248		
39	55,350	98	46,125 *		
40	55,158	99	45,760 *		
41	55,000 *	100	45,500		
42	55,000 *	101	45,500 *		
43	54,966 *	102	45,218		
44	54,372 *	103	44,680 *		
45	54,006 *	104	44,543 *		
46	54,000 *	105	44,391 *		
47	53,827	106	44,300		
48	53,813 *	107	44,200 *		
49	53,575 *	108	44,175 *		
50	53,228	109	44,068		
51	53,050	110	43,575		
52	53,028	111	43,215		
53	52,430 *	112	43,200 *		
54	52,356 *	113	43,038 *		
55	51,858	114	42,240		
56	51,852	115	42,230		
57	51,800 *	116	42,000		
58	51,700 *	117	42,000 *		
59	51,500	118	41,944 *		
		119	41,789 *		
		120	41,705		
		121	41,129		

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TABLE I (Continued)

ADMINISTRATIVE OPERATIONS
OFFICERS: DIRECTOR OF
PUBLIC SAFETY

RANK	SALARY	RANK	SALARY	AVERAGE ALL
1	64,100 *	60	39,300 *	39,773
2	61,697 *	61	39,000	41,852
3	61,000 *	62	38,768 *	
4	(59,051) *	63	38,625	
5	55,301 *	64	38,500	
6	54,400 *	65	38,010 *	
7	53,200 *	66	38,007 *	
8	53,160	67	37,648	
9	51,888	68	37,510 *	
10	51,354 *	69	37,493	
11	51,240	70	37,440 *	
12	51,000 *	71	37,250 *	
13	50,556 *	72	36,481	
14	50,502 *	73	36,340 *	
15	50,100 *	74	36,183 *	
16	49,812 *	75	36,000	
17	49,800 *	76	35,930 *	
18	49,740	77	35,703 *	
19	49,300 *	78	35,678	
20	49,000 *	79	35,600 *	
21	48,125 *	80	35,584	
22	48,044 *	81	35,320	
23	48,000	82	35,196	
24	47,880 *	83	35,064	
25	47,000 *	84	34,871	
26	46,980 *	85	34,622	
27	46,823 *	86	34,616	
28	46,585	87	34,560	
29	46,443 *	88	(34,500) *	
30	46,000 *	89	34,200 *	
31	45,087 *	90	34,150 *	
32	45,000 *	91	34,000	
33	44,561 *	92	33,864 *	
34	44,200	93	33,132 *	
35	44,000	94	33,100 *	
36	44,000 *	95	32,200 *	
37	43,366	96	32,022	
38	43,220 *	97	32,000 *	
39	43,092 *	98	31,647	
40	43,022 *	99	31,636	
41	43,000 *	100	31,406 *	
42	42,508 *	101	31,363 *	
43	42,430 *	102	31,296 *	
44	42,400 *	103	31,254	
45	41,808 *	104	30,660	
46	41,500 *	105	30,426	
47	41,500 *	106	30,151 *	
48	41,500 *	107	30,106 *	
49	41,434 *	108	30,000	
50	41,060	109	29,692	
51	41,040 *	110	28,766	
52	40,956 *	111	28,656 *	
53	40,900 *	112	27,700	
54	40,836 *	113	27,500 *	
55	40,710 *	114	27,352	
56	40,545	115	25,300	
57	40,156	116	24,680	
58	39,641 *	117	24,564	
59	39,636	118	24,056 *	
		119	23,526 *	
		120	21,316	

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RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
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TABLE I (Continued)

PUBLIC RELATIONS & DEVELOPMENT: DIRECTOR OF PUBLIC RELATIONS AND/OR INFORMATION		RANK	SALARY	RANK	SALARY
RANK	SALARY	60	40,100 *	4	(75,600)*
1	65,600 *	61	40,000	5	75,071 *
2	64,000 *	62	39,946	6	(74,916)*
3	64,000 *	63	39,620 *	7	74,300 *
4	63,840 *	64	39,448	8	73,781 *
5	(61,216)	65	39,000	9	73,000 *
6	60,250 *	66	38,709	10	(72,100)*
7	59,827	67	38,000	11	69,200 *
8	59,051 *	68	37,701	12	69,126 *
9	58,862 *	69	37,699	13	68,406
10	57,629 *	70	37,502	14	(67,000)*
11	57,300 *	71	37,361	15	65,400
12	56,100 *	72	37,349	16	64,400 *
13	54,672	73	37,000	17	63,336
14	54,433 *	74	36,864	18	63,300 *
15	53,842 *	75	36,833 *	19	62,349 **
16	53,793 *	76	36,500	20	62,200
17	52,560 *	77	36,452 *	21	60,500 *
18	51,214 *	78	36,450 *	22	60,000
19	51,090 *	79	36,000 *	23	58,500
20	50,666 *	80	35,962	24	58,050
21	49,500 *	81	35,500	25	58,000 *
22	49,350 *	82	35,300 *	26	(56,710)
23	48,804	83	34,500	27	56,200
24	47,300 *	84	34,000 *	28	55,622
25	47,000	85	33,964	29	54,889 **
26	46,950 *	86	33,705	30	54,500
27	46,823 *	87	33,500	31	52,750
28	46,699 *	88	33,036 *	32	52,171 *
29	46,319 *	89	32,770	33	52,092
30	45,732 *	90	32,580	34	43,785 **
31	45,500 *	91	32,124	35	39,000 *
32	45,500	92	31,197 *		
33	45,390 *	93	30,960	AVERAGE **	66,110
34	45,300 *	94	30,900 *	AVERAGE ALL	63,402
35	45,000 *	95	30,576		
36	44,777	96	29,800		
37	44,700 *	97	(29,120)		
38	44,460 *	98	29,080		
39	44,448	99	29,007 *		
40	44,387	100	(28,329)*		
41	43,726	101	27,000 *		
42	43,250 *	102	24,416		
43	43,144 *	103	23,400		
44	42,500 *	104	22,850		
45	42,500	105	22,500		
46	42,500		AVERAGE ** 45,305		
47	42,500		AVERAGE ALL 42,087		
48	42,276 *				
49	41,972				
50	41,918 *				
51	41,000 *				
52	41,000 *				
53	40,751 *				
54	40,560 *				
55	40,360				
56	40,250 *				
57	40,200	1	80,025 *		
58	40,186 *	2	(76,599)*		
59	40,152 *	3	76,000 *		

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TABLE I (Continued)

PUBLIC RELATIONS & DEVELOPMENT:
DIRECTOR OF UNIVERSITY
RELATIONS

RANK	SALARY	RANK	SALARY	RANK	SALARY
1	71,734 *	12	77,000 *	9	65,000 *
2	64,300 *	13	76,638 *	10	64,020 *
3	(61,216)	14	76,201 *	11	63,120 *
4	60,000 *	15	(75,800) *	12	(61,216)
5	59,288 *	16	(75,480) *	13	61,000 *
6	56,500 *	17	75,000 *	14	60,400
7	56,200 *	18	(74,916) *	15	60,000 *
8	55,000 *	19	73,500 *	16	60,000
9	54,744 *	20	(72,100) *	17	60,000 *
10	54,200 *	21	70,500	18	59,050 *
11	54,148 *	22	70,320 *	19	59,000 *
12	53,500 *	23	70,000	20	58,250 *
13	53,500 *	24	(68,810) *	21	57,000
14	52,920 *	25	68,500 *	22	56,350 *
15	51,300 *	26	68,400	23	(55,500)
16	51,000 *	27	(68,000)	24	55,300 *
17	50,800	28	(67,500)	25	55,200 *
18	(50,600)	29	(67,000)	26	54,272
19	50,000	30	66,000 *	27	53,605 *
20	49,434 *	31	65,760 *	28	(53,496)
21	49,113	32	64,300 *	29	53,412 *
22	48,944 *	33	63,500 *	30	53,040 *
23	47,972	34	63,000	31	52,700
24	47,500	35	(61,600)	32	52,500 *
25	47,400 *	36	61,300 *	33	52,051 *
26	47,370 *	37	60,000 *	34	52,008 *
27	47,100 *	38	59,568	35	51,500 *
28	45,889 *	39	59,000 *	36	51,187 *
29	41,615 *	40	(56,710)	37	51,000 *
30	40,788 *	41	56,650 *	38	51,000
31	40,405	42	55,000 *	39	50,937 *
32	40,200	43	55,000	40	50,650
33	39,100 *	44	53,700 *	41	(50,600)
34	36,720 *	45	52,975 *	42	50,470 *
35	34,682 *	46	(52,476)	43	(50,393)
36	28,000 *	47	52,200 *	44	49,700 *
37	25,069 *	48	49,912	45	49,500
		49	49,400 *	46	49,500
		50	49,000 *	47	48,800 *
AVERAGE **	49,046	51	43,800 *	48	48,192
AVERAGE ALL	49,142			49	(47,880) *
			AVERAGE ** 49,776	50	47,720 *
			AVERAGE ALL 47,866	51	47,700 *
				52	47,675
				53	(47,318)
				54	47,000 *
				55	46,500 *
				56	46,452
				57	46,224 *
				58	46,100 *
				59	45,500 *
				60	45,250 *
RANK	SALARY	RANK	SALARY	61	44,294
1	106,250 *	1	77,500 *	62	44,216
2	65,000 *	2	74,800 *	63	44,116
3	63,500 *	3	71,550 *	64	43,436
4	63,200 *	4	71,200 *	65	43,000
5	62,000 *	5	(68,000)	66	42,600 *
6	61,600 *	6	65,681 *		
7	61,428 *	7	65,667 *		
8	60,000 *	8	(65,000)		
9	79,161 *				

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PUBLIC RELATIONS & DEVELOPMENT: DIRECTOR OF DEVELOPMENT		RANK	SALARY	RANK	SALARY
RANK	SALARY	26	47,078 *	58	29,705 *
67	42,513 *	27	46,980 *	59	29,596 *
68	42,500 *	28	45,900 *	90	29,370 *
69	42,000	29	45,852	91	29,303
70	42,000 *	30	45,347 *	92	(29,120)
71	40,200	31	45,300 *	93	28,500
72	40,000 *	32	45,100 *	94	28,200
73	39,624	33	45,000 *	95	28,000 *
74	39,500 *	34	45,000	96	27,950 *
75	39,120 *	35	44,690 *	97	27,500
76	39,000	36	44,664	98	27,500 *
77	38,883 *	37	44,400 *	99	26,700
78	38,500	38	44,265	100	26,366
79	36,225	39	44,000	101	26,200
80	36,190	40	43,383 *	102	26,000
81	35,800	41	43,279 *	103	25,464
82	35,600	42	43,000 *	104	24,675
83	33,648 *	43	42,900 *	105	23,000
84	33,475	44	41,880 *	106	22,842
85	33,215 *	45	41,864 *	107	22,400
86	31,000 *	46	41,700	108	21,613
87	30,979	47	41,000 *	109	21,000
88	30,751	48	40,250 *	110	20,000 *
89	29,715	49	39,900		AVERAGE *** 42,805
90	26,834	50	39,690 *		AVERAGE ALL 29,516
		51	39,500		
		52	39,204		
AVERAGE ***	52,365	53	38,748 *		
AVERAGE ALL	49,446	54	38,500		
		55	38,349 *		
		56	38,060 *		
		57	37,726 *		
PUBLIC RELATIONS & DEVELOPMENT: DIRECTOR OF ALUMNI SERVICES		RANK	SALARY	RANK	SALARY
RANK	SALARY	58	37,000	1	63,200 *
1	70,500 *	62	35,766	2	63,000 *
2	67,416 *	63	35,700	3	62,500 *
3	66,000 *	64	35,580 *	4	61,500 *
4	65,070 *	65	35,172	5	60,000 *
5	(65,000) *	66	35,105 *	6	79,850 *
6	60,685 *	67	35,000	7	79,440 *
7	57,500 *	68	34,972	8	76,000 *
8	56,496 *	69	34,814	9	73,308 *
9	(53,496)	70	34,600	10	71,916 *
10	52,500 *	71	34,524 *	11	(71,000) *
11	52,356 *	72	34,112 *	12	70,900 *
12	51,900	73	33,450 *	13	70,490 *
13	51,285 *	74	33,200	14	70,147 *
14	50,723 *	75	33,061 *	15	68,440 *
15	50,699	76	33,000 *	16	68,000 *
16	50,592 *	77	32,860	17	65,500 *
17	(50,393)	78	32,754 *	18	65,436 *
18	50,350	79	32,445	19	63,700 *
19	50,336 *	80	32,000 *	20	63,000 *
20	49,500 *	81	32,000 *	21	62,760 *
21	48,400 *	82	31,986 *	22	62,280 *
22	(47,880) *	83	31,800	23	62,011 *
23	(47,318)	84	31,516 *	24	61,800 *
24	47,300	85	31,161 *	25	60,337 *
25	47,200 *	86	31,000 *	26	58,716 *
		87	30,366	27	57,510 *

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TABLE I (Continued)

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PUBLIC RELATIONS & DEVELOPMENT:
DIRECTOR OF AGRICULTURAL
EXTENSION

RANK	SALARY
28	57,245 *
29	55,331 *
30	53,300 *
31	52,090 *
32	49,400 *

AVERAGE ** 67,503

AVERAGE ALL 67,503

RANK 41 SALARY 44,676 *

AVERAGE ** 72,319

AVERAGE ALL 72,526

RESEARCH OFFICERS:
VICE PRESIDENT FOR RESEARCH
(CONTRACTS AND GRANTS)

RANK	SALARY
1	96,000 *
2	95,400 *
3	92,100
4	88,500 *
5	85,825 *
6	83,607 *
7	83,000
8	80,700 *
9	80,100 *
10	80,000
11	80,000 *
12	78,248 *
13	78,000 *
14	77,500 *
15	73,000 *
16	73,000 *
17	72,130 *
18	72,000 *
19	72,000 *
20	72,000 *
21	70,380 *
22	70,321 *
23	69,768 *
24	69,740 *
25	69,675
26	69,500 *
27	68,911
28	68,480 *
29	68,000
30	67,240 *
31	66,600 *
32	66,564
33	66,100 *
34	65,772 *
35	63,969 *
36	63,600 *
37	61,800 *
38	60,400 *
39	58,900
40	50,182 *

RESEARCH OFFICERS:
VICE PRESIDENT FOR RESEARCH
AND GRADUATE DEAN

RANK	SALARY
1	95,000
2	88,000 *
3	87,000 *
4	85,663 *
5	85,280 *
6	(84,000) *
7	82,200 *
8	82,110 *
9	74,544 *
10	70,848 *
11	70,000
12	68,500 *
13	67,416
14	65,000 *
15	65,000 *
16	63,936 *
17	63,300
18	60,000 *
19	58,857
20	58,000 *
21	50,376 *

AVERAGE ** 73,154

AVERAGE ALL 72,620

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TABLE I (Continued)

RESEARCH OFFICERS:
DIRECTOR OF RESEARCH
(CONTRACTS AND GRANTS)

RANK	RANK	SALARY
1	60	45,100
2	61	45,000
3	62	44,580 *
4	63	44,496
5	64	44,050 *
6	65	43,037 *
7	66	42,490
8	67	41,800 *
9	68	41,551
10	69	41,400 *
11	70	41,368 *
12	71	41,267
13	72	41,220
14	73	41,000 *
15	74	41,000
16	75	39,960 *
17	76	39,660
18	77	39,600 *
19	78	39,570
20	79	39,396 *
21	80	39,058 *
22	81	39,000
23	82	38,000
24	83	37,157 *
25	84	37,111 *
26	85	36,684 *
27	86	36,400
28	87	36,225
29	88	35,976
30	89	35,616
31	90	35,340 *
32	91	33,318 *
33	92	32,500
34	93	32,360 *
35	94	32,300
36	95	30,846
37	96	30,014
38	97	29,575 *
39	98	27,021 *
40	99	27,000
41	100	27,000
42	101	26,800 *
43	102	25,200
44	AVERAGE ** 30,247	
45	AVERAGE ALL 48,133	
46		
47		
48		
49		
50		
51		
52		
53		
54		
55		
56		
57		
58		
59		
		45,893

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TABLE I (Continued)

RESEARCH OFFICERS: DIRECTOR OF INSTITUTIONAL RESEARCH		RANK	SALARY	RANK	SALARY
RANK	SALARY				
1	70,000 *	60	42,600 *	3	89,713 *
2	66,000 *	61	42,196 *	4	89,100 *
3	65,616 *	62	42,180 *	5	87,200 *
4	(65,580) *	63	42,000 *	5	87,000 *
5	63,478 *	64	42,000 *	7	85,500 *
6	62,811	65	41,657 *	8	85,000 *
7	60,500 *	66	41,622 *	9	83,160 *
8	59,942 *	67	41,500 *	10	82,500 *
9	59,000 *	68	41,400 *	11	82,000 *
10	58,300 *	69	40,850 *	12	80,000 *
11	57,804	70	40,700 *	13	80,000 *
12	57,557	71	40,500 *	14	78,750 *
13	57,400	72	40,100	15	78,696 *
14	56,825 *	73	40,087	16	78,600 *
15	54,000 *	74	39,950 *	17	77,888 *
16	52,543 *	75	39,668	18	(77,500) *
17	52,342 *	76	39,653	19	77,000 *
18	52,000	77	39,220 *	20	75,433 *
19	51,875 *	78	39,000	21	75,200 *
20	51,504	79	38,602 *	22	74,900 *
21	51,500 *	80	38,200	23	73,348 *
22	51,475 *	81	38,000	24	73,032 *
23	50,500 *	82	37,860 *	25	(71,000) *
24	50,000	83	37,280	26	70,700 *
25	50,000 *	84	37,003	27	69,958 *
26	49,812 *	85	37,000 *	28	69,541 *
27	49,300	86	36,729	29	69,400 *
28	49,000 *	87	36,650	30	68,500 *
29	48,900	88	36,286	31	68,400 *
30	48,735	89	36,246	32	67,691 *
31	48,600 *	90	35,790 *	33	67,416 *
32	48,592 *	91	35,490	34	67,000 *
33	48,100 *	92	35,256	35	66,000 *
34	48,000 *	93	35,173	36	65,449 *
35	47,700 *	94	34,451 *	37	65,000 *
36	47,496 *	95	34,158	38	64,800 *
37	47,460	96	33,462	39	64,100 *
38	47,028 *	97	33,132 *	40	64,000 *
39	47,000 *	98	32,905 *	41	63,400 *
40	(46,900) *	99	32,850	42	63,164
41	46,669 *	100	32,801	43	62,700 *
42	46,625	101	31,932 *	44	61,800 *
43	45,715 *	102	31,566 *	45	59,736 *
44	45,492 *	103	30,358	46	59,380 *
45	45,360 *	104	28,973	47	55,776 *
46	45,205 *	105	28,657 *	48	55,000 *
47	45,200 *	106	28,000	49	(54,080) *
48	44,949 *	107	26,650	50	53,400 *
49	44,780 *	108	24,650	51	52,649 *
50	44,352	109	21,100 *	52	51,107 *
51	44,000 *		AVERAGE *** 45,707	53	50,326
52	43,835 *		AVERAGE ALL 44,127		AVERAGE *** 72,243
53	43,680 *		DEANS (DIRECTORS):		AVERAGE ALL 71,315
54	43,548 *		AGRICULTURE		
55	43,300				
56	43,200 *				
57	42,966 *				
58	(42,900) *				
59	42,798 *				
		RANK	SALARY		
			1 94,500 *		
			2 92,280 *		

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TABLE I (Continued)

DEANS (DIRECTORS):

ARCHITECTURE/ENVIRONMENTAL
DESIGN

RANK	SALARY	RANK	SALARY	RANK	SALARY
1	£6,000 *	5	£8,000 *	67	£2,150
2	£2,000 *	6	(£8,000) *	68	£2,000 *
3	78,300 *	7	(£7,500) *	59	62,000
4	77,500 *	8	86,550 *	70	£1,800
5	76,414 *	10	£5,200	71	£1,712
6	76,000 *	11	£4,000 *	72	£1,525
7	76,000 *	12	£1,900 *	73	£1,190
8	72,500 *	13	£0,000 *	74	£0,700
9	72,450 *	14	£0,000	75	£0,023
10	70,116 *	15	78,750 *	76	£0,000
11	£9,600 *	16	78,000 *	77	£0,000
12	£8,856 *	17	77,500 *	78	59,825
13	£8,250 *	18	77,200 *	79	59,125 *
14	£8,145 *	19	75,800 *	80	58,966
15	68,000 *	20	75,600 *	81	58,664
16	£8,000 *	21	75,000 *	82	58,383
17	£8,000 *	22	75,000 *	83	58,008
18	7,600 *	23	74,760 *	84	57,806
19	(£7,000) *	24	74,700 *	85	57,720
20	£5,520 *	25	74,647	86	57,696
21	£4,800	26	74,242 *	87	57,608
22	£4,800 *	27	73,650 *	88	56,584 *
23	£4,656 *	28	73,368	89	56,230
24	£3,200 *	29	72,500 *	90	56,200
25	£3,000 *	30	72,100	91	55,636
26	£2,920 *	31	72,000 *	92	55,391
27	£2,760 *	32	71,955 *	93	55,188
28	£2,493 *	33	70,429	94	55,091
29	£2,000 *	34	70,320 *	95	54,920
30	£1,200 *	35	70,300 *	96	54,000
31	£0,700 *	36	70,000	97	53,500
32	£0,400	37	69,497 *	98	52,526
33	59,000 *	38	69,400	99	51,500
34	58,935 *	39	69,100 *	100	50,155
35	57,771 *	40	69,000 *	101	49,300
36	57,000 *	41	68,900	102	48,567
37	56,500 *	42	68,700 *	103	48,006
38	55,000	43	68,400	104	43,690
39	51,100 *	44	68,004 *	105	42,111
40	50,196 *	45	68,000 *		AVERAGE ** 70,572
41	49,269	46	67,300 *		AVERAGE ALL 66,880
42	48,200	47	66,930 *		
43	43,200 *	48	66,501 *		
		49	66,173 *		
		50	66,000 *		
		51	65,900 *		
		52	65,800 *		
		53	65,600		
		54	65,412		
		55	65,400		
		56	65,216		
		57	65,100		
		58	65,100		
		59	65,000 *		
		60	64,700 *		
		61	64,500 *		
		62	64,000 *		
		63	64,000 *		
		64	63,500 *		
		65	63,000 *		
		66	62,500 *		

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DEANS (DIRECTORS): BUSINESS/INDUSTRIAL MANAGEMENT		RANK	SALARY	RANK	SALARY
RANK	SALARY	60	70,000	122	55,479
1	107,158 *	61	69,554	123	54,728
2	103,600	62	69,172	124	54,000
3	90,000 *	63	69,060	125	54,000
4	87,700 *	64	69,042 *	126	53,894 *
5	87,000 *	65	69,010 *	127	53,757
6	87,000 *	66	69,000	128	52,488 *
7	87,000 *	67	68,700 *	129	52,000
8	86,325	68	68,492 *	130	51,803
9	85,895 *	69	68,406	131	51,500 *
10	85,320 *	70	68,250	132	48,781
11	85,200 *	71	68,000 *	133	45,200
12	85,100 *	72	68,000 *		
13	85,000	73	67,400	AVERAGE ***	72,581
14	84,840 *	74	67,021	AVERAGE ALL	69,603
15	84,263 *	75	66,500 *		
16	82,800 *	76	66,210		
17	82,500 *	77	66,147 *		
18	82,333 *	78	66,000		
19	81,652 *	79	66,000 *		
20	80,600 *	80	65,508		
21	80,500 *	81	65,307 *		
22	80,400 *	82	65,400 *		
23	80,234 *	83	65,340		
24	79,500 *	84	65,300 *		
25	79,380 *	85	65,100 *		
26	79,000 *	86	65,000 *		
27	78,800 *	87	65,000 *		
28	78,725 *	88	65,000 *		
29	78,400	89	65,000 *		
30	78,216 *	90	65,000 *		
31	78,000 *	91	64,600		
32	77,872 *	92	64,320 *		
33	77,494	93	64,200 *		
34	77,250 *	94	63,550		
35	77,000 *	95	63,492		
36	76,348 *	96	63,435		
37	75,575 *	97	63,430		
38	75,200 *	98	63,400 *		
39	75,000	99	63,370 *		
40	74,360 *	100	63,350 *		
41	74,100	101	63,200 *		
42	74,000 *	102	62,840		
43	73,670 *	103	62,620		
44	72,324 *	104	62,500 *		
45	72,300	105	62,370 *		
46	72,000 *	106	61,626		
47	72,000 *	107	61,610 *		
48	71,850	108	60,239 *		
49	71,700 *	109	60,141		
50	71,668 *	110	59,660		
51	71,200	111	59,400		
52	71,148 *	112	58,600 *		
53	71,100 *	113	58,452		
54	71,000 *	114	58,303		
55	71,000 *	115	58,320		
56	71,000	116	58,000		
57	70,980 *	117	57,800		
58	70,400 *	118	57,600		
59	70,000	119	57,414 *		
		120	57,160 *		
		121	57,156		

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TABLE I (Continued)

DEANS (DIRECTCPS):
CONTINUING EDUCATION
(EXTENSION)

RANK	SALARY	RANK	SALARY
1	£7,000 *	60	54,745 *
2	£6,800 *	61	54,600 *
3	£6,300 *	62	54,445 *
4	£6,210 *	63	53,925 *
5	£5,500 *	64	53,400 *
6	£5,124 *	65	53,280 *
7	£5,000 *	66	53,124 *
8	£5,000 *	67	53,000 *
9	£5,500 *	68	53,000 *
10	£5,360 *	69	52,400 *
11	£5,100 *	70	52,024 *
12	£5,800 *	71	51,852 *
13	£5,200 *	72	51,800 *
14	£5,100 *	73	50,444 *
15	£5,556	74	50,400 *
16	£5,300	75	50,338 *
17	£5,000 *	76	50,244 *
18	£4,887 *	77	50,000 *
19	£4,680 *	78	48,960 *
20	£4,250	79	48,645 *
21	£4,000 *	80	48,567 *
22	£4,000 *	81	48,446 *
23	£3,920 *	82	48,422 *
24	£3,200 *	83	48,150 *
25	£3,031 *	84	47,400 *
26	£2,805	85	47,400 *
27	£2,500 *	86	46,350 *
28	£2,500	87	46,300 *
29	£2,472	88	46,110 *
30	£2,462 *	89	45,769 *
31	£2,100 *	90	45,500 *
32	£2,045 *	91	45,150 *
33	£1,800	92	45,000 *
34	£1,600 *	93	44,554 *
35	£1,600 *	94	44,190 *
36	£1,000 *	95	43,656 *
37	£1,000 *	96	42,123 *
38	£9,844 *	97	41,943 *
39	£9,575 *	98	41,640 *
40	£9,500 *	99	41,000 *
41	£9,244	100	38,000 *
42	£9,100 *	101	37,600 *
43	£8,994 *	102	37,500 *
44	£8,740	103	36,975 *
45	£8,100	104	36,000 *
46	£7,800	105	35,572 *
47	£7,800 *	106	35,020 *
48	£7,466	107	32,128 *
49	£7,260 *	108	28,413 *
50	£6,967		AVERAGE " " 57,487
51	£6,800 *		AVERAGE ALL 55,631
52	£6,404 *		
53	£6,334		
54	£6,244 *		
55	£6,244 *		
56	£5,100		
57	£5,000 *		
58	£4,994		
59	£4,792 *		

DEANS (DIRECTCFS):
DENTISTRY

RANK	SALARY
1	£12,500 *
2	£10,180 *
3	£13,000 *
4	£9,120 *
5	£9,000 *
6	£8,000 **
7	£7,816 **
8	£6,000
9	£5,000 **
10	£2,719 *
11	£1,000 *
12	£0,000 *
13	£9,900 *
14	£9,563 **
15	£3,956
16	£5,463 *
	AVERAGE " " £8,020
	AVERAGE ALL 87,264

DEANS (DIRECTCFS):
EARTH SCIENCES/
NATURAL RESOURCES

RANK	SALARY
1	£10,533 *
2	£8,600 *
3	£6,200 **
4	£5,100 *
5	£1,300 *
6	£0,600 *
7	£7,900 *
8	£5,400 *
9	£3,500 *
10	£5,220 *
11	£2,201
	AVERAGE " " 73,367
	AVERAGE ALL 71,443

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DEANS (DIRECTORS):
EDUCATION

RANK	RANK	RANK	RANK	
1	60	64,336 *	122	50,400
2	61	64,000 *	123	50,000 *
3	62	64,000 *	124	40,067
4	63	63,986 *	125	48,781
5	64	63,888 *	126	48,567
6	65	63,604 *	127	47,500 *
7	66	63,800 *	128	44,802 *
8	67	63,713 *	129	44,533
9	68	63,400 *	130	42,200
10	69	63,109 *	AVERAGE " " 66,582	
11	70	62,874 *	AVERAGE ALL 63,974	
12	71	62,750 *		
13	72	62,700 *		
14	73	62,652 *		
15	74	62,484		
16	75	62,430 *		
17	76	62,300 *		
18	77	62,000 *		
19	78	62,000 *		
20	79	62,000 *		
21	80	61,650		
22	81	61,196		
23	82	61,000 *		
24	83	61,000 *		
25	84	60,830		
26	85	60,738 *		
27	86	60,500		
28	87	60,375		
29	88	59,662 *		
30	89	59,500 *		
31	90	59,426		
32	91	59,000 *		
33	92	58,620		
34	93	58,491		
35	94	58,383		
36	95	58,151		
37	96	58,008		
38	97	57,948		
39	98	57,866		
40	99	57,496 *		
41	100	57,072		
42	101	57,000		
43	102	56,388		
44	103	56,311		
45	104	56,021 *		
46	105	56,000 *		
47	106	56,000		
48	107	55,000		
49	108	54,225		
50	109	54,223 *		
51	110	54,000 *		
52	111	53,000		
53	112	52,800 *		
54	113	52,772		
55	114	52,500		
56	115	52,320 *		
57	116	52,229		
58	117	52,115 *		
59	118	51,500 *		
	119	51,500 *		
	120	50,985 *		
	121	50,631 *		

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TABLE I (Continued)

DEANS (DIRECTORS):
ENGINEERING

RANK	SALARY	RANK	SALARY
1	119,800 *	60	71,304 *
2	100,500 *	61	71,231 *
3	100,000 *	62	71,100 *
4	96,000 *	63	71,004 *
5	95,000 *	64	70,776 *
6	94,600 *	65	70,000 *
7	93,400 *	66	70,000 *
8	92,700 *	67	69,500 *
9	92,500 *	68	68,200 *
10	92,171 *	69	67,410 *
11	91,000 *	70	67,392 *
12	91,000 *	71	67,200 *
13	90,000 *	72	67,200 *
14	89,500 *	73	67,000 *
15	88,500 *	74	66,000 *
16	86,040 *	75	66,000 *
17	86,000 *	76	65,789 *
18	85,500 *	77	65,200 *
19	85,400 *	78	65,000 *
20	85,000 *	79	64,884 *
21	84,890 *	80	64,000 *
22	84,000 *	81	63,000 *
23	83,646 *	82	62,744 *
24	83,000 *	83	62,600 *
25	82,400 *	84	62,400 *
26	82,286 *	85	62,000 *
27	82,000 *	86	61,800 *
28	81,333 *	87	61,550 *
29	81,000 *	88	61,200 *
30	80,580 *	89	(61,194)
31	80,580 *	90	61,000 *
32	80,300 *	91	60,181 *
33	80,000 *	92	60,066 *
34	79,700 *	93	60,000 *
35	79,667 *	94	59,450 *
36	79,245 *	95	59,440 *
37	79,000 *	96	58,663 *
38	79,000 *	97	57,600 *
39	77,868 *	98	56,500 *
40	77,600 *	99	55,328 *
41	77,539 *	100	52,402 *
42	77,500 *	101	52,402 *
43	77,500 *	102	48,298 *
44	77,357 *	103	46,513 *
45	77,000 *		AVERAGE ALL 74,530
46	77,000 *		AVERAGE ALL 74,530
47	76,380 *		AVERAGE ALL 74,530
48	76,200 *		AVERAGE ALL 74,530
49	75,026 *		AVERAGE ALL 74,530
50	74,945 *		AVERAGE ALL 74,530
51	74,844 *		AVERAGE ALL 74,530
52	74,692 *		AVERAGE ALL 74,530
53	73,461 *		AVERAGE ALL 74,530
54	73,000 *		AVERAGE ALL 74,530
55	72,896 *		AVERAGE ALL 74,530
56	72,800 *		AVERAGE ALL 74,530
57	71,850 *		AVERAGE ALL 74,530
58	71,822 *		AVERAGE ALL 74,530
59	71,600 *		AVERAGE ALL 74,530

DEANS (DIRECTORS):
FINE ARTS

1	(87,500) *
2	(83,500) *
3	80,000 *
4	75,000 *
5	74,520 *
6	74,500 *
7	73,500 *
8	71,742 *
9	71,000 *
10	69,750 *
11	68,100 *
12	(67,000) *
13	66,000 *
14	65,200 *
15	64,400 *
16	64,050 *
17	63,927 *
18	63,000 *
19	62,900 *
20	62,300 *
21	61,600 *
22	61,000 *
23	60,898 *
24	60,770 *
25	60,600 *
26	60,516 *
27	59,600 *
28	59,000 *
29	58,704 *
30	58,700 *
31	58,382 *
32	58,350 *
33	56,000 *
34	56,400 *
35	56,300 *
36	55,550 *
37	52,990 *
38	52,350 *
39	51,600 *
40	50,846 *
41	49,692 *
42	48,781 *
43	46,742 *
44	47,000 *
45	46,125 *
46	45,500 *
47	45,000 *
48	40,600 *

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DEANS (DIRECTORS):
FORESTRY

RANK	RANK	RANK	RANK
	32	67,800 *	94
1	33	67,200 *	95
2	34	67,000 *	96
3	35	66,000 *	97
4	36	65,832 *	98
5	37	65,800 *	99
6	38	65,600 *	100
7	39	65,772 *	101
8	40	65,700 *	102
9	41	65,448 *	103
10	42	64,729 *	104
11	43	64,530 *	105
12	44	64,500 *	106
13	45	63,677 *	107
14	46	63,840 *	108
15	47	63,600 *	109
16	48	63,510 *	110
	49	63,500 *	111
	50	62,963	112
	51	62,920 *	
AVERAGE ***	66,022	62,900 *	AVERAGE *** 66,667
AVERAGE ALL	64,973	62,684 *	AVERAGE ALL 63,095
DEANS (DIRECTORS): GRADUATE	54	62,640	
	55	62,500 *	
	56	62,100 *	
	57	62,000 *	
	58	61,873 *	
	59	61,830 *	
	60	61,627 *	
	61	61,500 *	
RANK	RANK	RANK	RANK
1	62	60,800 *	
2	63	60,215	
3	64	60,000	
4	65	59,969	
5	66	59,900	
6	67	59,832	
7	68	59,675 *	
8	69	59,004 *	
9	70	58,661 *	
10	71	58,334 *	
11	72	58,254	
12	73	58,097	
13	74	57,824 *	
14	75	57,809	
15	76	57,800	
16	77	57,734 *	
17	78	57,600	
18	79	57,420	
19	80	57,325	
20	81	57,200 *	
21	82	56,500	
22	83	56,421	
23	84	56,400	
24	85	56,234	
25	86	56,050	
26	87	56,000	
27	88	55,862	
28	89	55,600	
29	90	55,512	
30	91	55,000 *	
31	92	55,000	
	93	54,707	

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DEANS (DIRECTORS): HEALTH/PHYS EDUCATION/ RECREATION		RANK	SALARY	DEANS (DIRECTORS): HUMANITIES	
		15	£3,685 *		
		16	£3,120 *		
		17	57,500 *		
		18	52,000		
		AVERAGE **	75,007		
		AVERAGE ALL	73,634		
DEANS (DIRECTORS): HOME ECONOMICS					
		RANK	SALARY		
		1	£1,400 *		
		2	78,205		
		3	76,000 *		
		4	75,900 *		
		5	74,000 *		
		6	73,882 *		
		7	72,000 *		
		8	70,900 *		
		9	69,970 *		
		10	69,640 *		
		11	69,400 *		
		12	67,000 *		
		13	67,000 *		
		14	65,700 *		
		15	64,500 *		
		16	63,804 *		
		17	63,100 *		
		18	63,000 *		
		19	62,000 *		
		20	61,500		
AVERAGE **	£1,282	21	£1,010 *		
AVERAGE ALL	59,053	22	60,700 *		
DEANS (DIRECTORS): HEALTH PROFESSIONS		23	60,500 *		
		24	56,495 *		
		25	56,250 *		
		26	56,000 *		
		27	55,000 *		
		28	(54,060)		
		29	51,550		
		30	50,696 *		
		31	50,445 *		
		32	48,550		
		33	46,600 *		
		34	43,012		
		35	41,640 *		
		36	34,000		
		AVERAGE **	63,615		
		AVERAGE ALL	61,548		
RANK	SALARY				
1	55,700 *				
2	90,736 *				
3	86,550 *				
4	84,160 *				
5	82,800				
6	(62,000)*				
7	79,632 *				
8	77,000 *				
9	76,000 *				
10	74,720 *				
11	66,000 *				
12	65,500				
13	64,600 *				
14	63,700 *				

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TABLE I (Continued)

DEANS (DIRECTORS):
JOURNALISM/
COMMUNICATIONS

RANK	RANK	RANK	RANK
	21	22	23
1	83,000 *	89,900 *	89,900 *
2	76,200 *	87,500	87,500
3	76,000 *	85,700	85,700
4	75,300 *	85,233	85,233
5	75,200 *	85,200	85,200
6	73,700 *	85,000	85,000
7	72,500 *	84,250 *	84,250 *
8	72,435 *	84,026 *	AVERAGE *** 74,936
9	71,825 *	81,620 *	
10	69,058 *	81,500 *	AVERAGE ALL 68,272
11	68,900 *	81,036 *	
12	66,900 *	81,000 *	
13	66,000 *	80,004 *	
14	65,000 *	80,CCC	
15	62,500 *	79,800	
16	62,000 *	78,702	
17	61,800 *	78,550 *	
18	58,392 *	77,500 *	
19	58,105 *	77,275 *	
20	56,500 *	75,000 *	
21	56,200 *	73,725 *	
22	55,800 *	73,205 *	
23	55,400	71,800 *	
24	55,000 *	71,004 *	
25	51,500 *	70,612 *	
26	47,000 *	70,097 *	
27	42,884 *	70,000 *	
AVERAGE ***	64,585	51	
AVERAGE ALL	64,245	52	

DEANS (DIRECTORS):
LIBRARY SCIENCE

RANK	RANK	RANK	RANK
1	72,000 *	1	72,000 *
2	70,500 *	2	70,500 *
3	69,630 *	3	69,630 *
4	67,308 *	4	67,308 *
5	67,000 *	5	67,000 *
6	67,000 *	6	67,000 *
7	65,000 *	7	65,000 *
8	64,500 *	8	64,500 *
9	62,000 *	9	62,000 *
10	60,560 *	10	60,560 *
11	60,500 *	11	60,500 *
12	60,000 *	12	60,000 *
13	55,618	13	55,618
14	54,500	14	54,500
15	54,383 *	15	54,383 *
16	54,000 *	16	54,000 *
17	53,604	17	53,604
18	53,527	18	53,527
19	52,500	19	52,500
20	50,995 *	20	50,995 *
21	50,700 *	21	50,700 *
22	50,000 *	22	50,000 *
23	49,676 *	23	49,676 *
24	48,000 *	24	48,000 *
25	47,000 *	25	47,000 *
26	46,360 *	26	46,360 *
27	43,988 *	27	43,988 *

DEANS (DIRECTORS):
LAW

RANK	RANK	RANK	RANK
1	120,524 *	1	99,000 *
2	114,500 *	2	90,000 *
3	111,733 *	3	83,740 *
4	108,CCC *	4	83,500 *
5	107,400 *	5	80,CCC *
6	102,CCC *	6	80,000 *
7	101,000 *	7	76,000 *
8	100,300 *	8	72,000
9	100,000 *	9	67,395 *
10	97,500 *	10	63,804
11	97,000 *	11	62,500
12	96,700 *	12	61,740 *
13	95,000 *	13	61,315 *

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TABLE I (Continued)

DEANS (DIRECTORS):
MEDICINE

RANK	SALARY	RANK	SALARY	RANK	SALARY
1	170,000 *	5	70,500 *	30	65,240 *
2	150,000 *	6	69,650 *	31	65,200 *
3	147,600 *	7	69,380 *	32	65,150 *
4	146,000 *	8	68,216 *	33	64,530 *
5	145,530 *	9	65,000 *	34	64,000 *
6	137,000	10	64,350 *	35	63,620 *
7	136,000 *	11	63,700 *	36	63,150 *
8	135,000 *	12	63,000 *	37	63,020 *
9	134,375 *	13	61,760	38	62,700 *
10	132,027 *	14	60,888 *	39	62,700 *
11	116,940 *	15	58,185 *	40	62,400 *
12	115,000	16	57,925	41	62,280 *
13	114,000 *	17	57,600	42	61,605 *
14	109,190	18	55,000	43	61,500 *
15	107,568 *	19	54,101	44	61,500 *
16	104,685 *	20	52,500 *	45	59,867
17	104,566 *	21	43,000 *	46	59,745
18	104,352 *	22	40,660	47	59,400 *
19	102,682 *	23	36,094 *	48	58,972 *
20	100,500 *	24	31,274	49	58,500
21	99,500	AVERAGE ** 63,291		50	58,500
22	99,500 *	AVERAGE ALL 60,354		51	58,429
23	96,768 *			52	58,306
24	95,450			53	58,067 *
25	95,450			54	57,132 *
26	95,135 *	DEANS (DIRECTORS):		55	56,340 *
27	94,875 *	NURSING		56	55,900
28	94,000 *			57	55,650 *
29	93,600 *			58	55,491
30	92,500 *	RANK	SALARY	59	54,422
31	91,522	1	92,020 *	60	53,500 *
32	90,000 *	2	89,000 *	61	53,025 *
33	89,000 *	3	85,320 *	62	53,000 *
34	86,700 *	4	83,874 *	63	52,800
35	86,556 *	5	82,000	64	52,008
36	85,360 *	6	82,000 *	65	51,472
37	85,064 *	7	80,000 *	66	50,860
38	79,695 *	8	80,000 *	67	47,100
39	78,165 *	9	79,044 *	68	44,612
40	77,500 *	10	78,027 *	69	43,111
41	76,800 *	11	77,000 *	70	34,400 *
42	71,200 *	12	76,000 *	AVERAGE ** 67,110	
43	71,051 *	13	74,000 *	AVERAGE ALL 64,523	
AVERAGE ** 104,695		14	73,000 *		
AVERAGE ALL 105,312		15	72,890 *		
		16	72,182 *		
		17	72,000		
		18	71,900 *		
		19	70,320 *		
		20	69,725 *		
DEANS (DIRECTORS):		21	69,468 *		
MUSIC		22	69,463 *		
		23	68,700 *		
		24	68,162		
RANK	SALARY	25	67,555 *		
1	78,120 *	26	67,000		
2	78,000 *	27	65,667 *		
3	77,000 *	28	65,560 *		
4	72,300	29	65,482		

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TABLE I (Continued)

DEANS (DIRECTCPS):
PHARMACY

RANK	SALARY	RANK	SALARY
1	65,000 *	8	63,860 *
2	61,620 *	9	62,500
3	69,500 *	10	62,500 *
4	(62,000) *	11	62,000 *
5	61,500 *	AVERAGE **	67,766
6	81,000 *	AVERAGE ALL	68,366
7	79,680 *	DEANS (DIRECTCPS): SCIENCE/TECHNOLOGY	
8	79,500 *		
9	78,931 *		
10	78,750 *	RANK	SALARY
11	78,636 *	1	95,000 *
12	78,000 *	2	88,140 *
13	78,000	3	(81,714) *
14	78,000 *	4	81,600 *
15	77,000 *	5	80,000 *
16	76,220 *	6	(79,500)
17	76,000 *	7	76,723 *
18	75,471 *	8	75,562 *
19	75,000 *	9	74,800 *
20	74,600 *	10	74,196 *
21	73,000 *	11	74,000
22	69,700 *	12	72,000
23	68,500 *	13	71,746 *
24	67,473 *	14	71,000
25	66,000 *	15	69,960 *
26	65,000 *	16	69,306
27	64,647 *	17	68,400 *
28	63,100 *	18	68,000
29	62,732 *	19	66,587 *
30	62,628 *	20	66,000 *
31	62,000 *	21	66,000
32	59,608	22	65,161 *
33	59,400	23	63,200 *
34	57,100 *	24	(61,194)
35	57,084 *	25	60,000
36	55,066 *	26	59,800
37	52,021	27	59,200 *
38	51,660	28	59,107
39	51,095 *	29	57,557
40	43,927 *	30	56,700
AVERAGE **		31	56,475
AVERAGE ALL		32	54,686
DEANS (DIRECTCPS): PUBLIC AFFAIRS		33	54,000
		34	53,820
		35	53,000
		36	52,185
		37	51,500 *
		38	50,957 *
		39	50,000
RANK	SALARY	40	50,000
1	56,500 *	41	49,880
2	77,900 *	42	46,781
3	74,400	43	42,567
4	73,000		
5	67,872 *	AVERAGE **	71,603
6	66,800 *	AVERAGE ALL	64,791

DEANS (DIRECTCPS):
SOCIAL AND BEHAVIORAL
SCIENCES

RANK	SALARY
1	85,491 *
2	(85,000) *
3	(83,271) *
4	80,500 *
5	77,500
6	75,904 *
7	75,516 *
8	75,100 *
9	73,862 *
10	72,600 *
11	72,600 *
12	(72,400) *
13	72,120 *
14	71,748 *
15	69,000 *
16	66,804
17	63,500
18	60,000
19	58,368
20	(48,781)
21	46,846 *
AVERAGE **	
74,132	
AVERAGE ALL	
70,435	

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TABLE I (Continued)

DEANS (DIRECTORS):
SOCIAL WORKDEANS (DIRECTORS):
UNIVERSITY COLLEGE/
GENERAL COLLEGEDEANS (DIRECTORS):
VETERINARY MEDICINE

RANK	SALARY	RANK	SALARY	RANK	SALARY
1	£2,100 *	1	£4,060 *	1	£9,000 *
2	£0,950 *	2	£1,500 *	2	£4,071 *
3	£9,500 *	3	£7,062 *	3	£8,950 *
4	£9,320 *	4	£4,586 *	4	£2,200 *
5	£9,300 *	5	£3,201 *	5	£2,000 *
6	£9,000	6	£2,500 *	6	£1,000 *
7	£7,208 *	7	£2,040 *	7	£0,474 *
8	£6,700 *	8	£1,900 *	8	£0,460 *
9	£4,500 *	9	£1,000 *	9	£0,000 *
10	£3,000 *	10	£9,400 *	10	£0,000 *
11	£1,668 *	11	£7,200	11	£7,040 *
12	£1,400	12	£6,936 *	12	£5,500 *
13	£0,550 *	13	£6,700 *	13	£3,456 *
14	£0,000	14	£6,150 *	14	£4,750 *
15	£9,360 *	15	£9,000	15	£3,920 *
16	£9,040 *	16	£5,000 *	16	£3,750 *
17	£8,196 *	17	£4,000 *	17	£3,200 *
18	£8,000 *	18	£2,342 *	18	£2,700 *
19	£5,636 *	19	£1,678 *	19	£2,100 *
20	£5,000 *	20	£1,374 *	20	£2,000 *
21	£4,500 *	21	£0,572	21	£1,914 *
22	£3,715 *	22	£4,350 *	22	£7,008 *
23	£3,600 *	23	£3,300		
24	£3,000 *	24	£0,190 *		
25	£2,000 *	25	£3,442		
26	£0,500 *			AVERAGE **	£8,522
27	£0,000 *			AVERAGE ALL	£8,522.
28	£9,770 *				
29	£8,740				
30	£8,518 *				
31	£5,200 *				
32	£4,800 *				
33	£4,300 *				
34	£4,000 *				
35	£3,604				

AVERAGE ** £8,131

AVERAGE ALL £7,905

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TABLE II

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED FIFTY-SIX UNIVERSITIES IN FORTY-NINE STATES
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS

-ATLANTA REGION-

The Atlanta Region as defined by the Equal Employment Opportunity Commission includes the states of Alabama, Florida, Georgia, Kentucky, Mississippi, North Carolina, South Carolina, and Tennessee. The twenty-eight participating universities from this region are as follows:

Auburn University
Clemson University
East Tennessee State University
Florida State University
Georgia Institute of Technology
Georgia State University
Memphis State University
Middle Tennessee State University
Mississippi State University
North Carolina State University at Raleigh
Tennessee Technological University
University of Alabama
University of Alabama in Birmingham
University of Alabama in Huntsville
University of Central Florida
University of Florida
University of Georgia
University of Kentucky
University of Louisville
University of Mississippi
University of North Carolina at Chapel Hill
University of North Carolina at Greensboro
University of North Florida
University of South Alabama
University of South Carolina, Columbia
University of South Florida
University of Southern Mississippi
University of Tennessee - Knoxville

TABLE II (Continued)
—ATLANTA REGION—

PRESIDENT OF A SYSTEM OF MULTI-CAMPUS INSTITUTIONS		RANK	SALARY	RANK	SALARY
		10	80,500	20	51,500
		11	80,000	21	50,200
RANK	SALARY	12	73,000	22	48,162
1	110,300	13	(70,512)	23	48,040
2	91,100	14	68,004	24	48,012
3	81,053	15	67,700	25	43,560
4	78,000	16	67,641	26	42,000
5	67,600	17	63,500	27	41,771
AVERAGE ALL	85,431	18	63,275	28	40,815
		19	63,100	AVERAGE ALL	57,628
		20	59,920		
				AVERAGE ALL	77,290

PRESIDENT OF A SINGLE UNIT
INSTITUTION

RANK	SALARY
1	120,000
2	105,000
3	104,300
4	104,300
5	104,000
6	102,000
7	99,900
8	93,900
9	92,500
10	91,226
11	90,929
12	89,000
13	87,856
14	84,000
15	63,500
16	62,000
17	61,054
18	60,445
19	78,000
20	78,000
21	74,000
22	67,000
23	65,000
AVERAGE ALL	89,448

ACADEMIC OFFICERS:
PROVOST

RANK	SALARY
1	(104,340)
2	95,150
3	90,000
4	87,000
5	81,000
6	79,000
7	76,000
8	75,500
9	72,800
10	(70,512)
AVERAGE ALL	63,130

ACADEMIC OFFICERS:
DIRECTOR OF AFFIRMATIVE
ACTION PROGRAM

RANK	SALARY
1	68,300
2	55,600
3	54,570
4	53,350
5	51,750
6	50,750
7	(48,140)
8	45,500
9	44,845
10	42,000
11	41,400
12	41,000
13	35,020
14	33,250
15	31,616
16	30,000
17	28,090
18	26,340
19	26,200
AVERAGE ALL	42,512

ACADEMIC OFFICERS:
DIRECTOR OF LIBRARIES

RANK	SALARY
1	88,000
2	73,700
3	72,000
4	72,000
5	69,600
6	67,155
7	66,500
8	65,321
9	62,500
10	61,850
11	61,500
12	58,165
13	58,000
14	57,700
15	54,450
16	54,027
17	52,920
18	52,247
19	51,800

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TABLE II (Continued)
—ATLANTA REGION—

ACADEMIC OFFICERS:
DIRECTOR OF COMPUTING
SERVICES

RANK	SALARY	RANK	SALARY	BUSINESS OR FISCAL OFFICERS: BUSINESS MANAGER
20	58,750	21	59,164	
1	72,096	AVERAGE ALL	72,016	
2	71,288			RANK SALARY
3	67,925			1 (60,400)
4	67,100			2 52,600
5	63,258			3 50,387
6	64,335			4 43,524
7	63,070			5 25,992
8	63,000			6 24,645
9	61,945			AVERAGE ALL 46,258
10	61,800	RANK	SALARY	
11	59,000	1	65,000	
12	55,728	2	65,500	
13	55,458	3	65,000	
14	54,450	4	(61,200)	
15	53,300	5	61,000	
16	52,000	6	55,550	
17	52,000	7	55,030	
18	51,500	8	55,000	RANK SALARY
19	51,350	9	52,700	1 56,000
20	50,300	10	52,500	2 48,216
21	50,100	11	31,084	3 46,000
22	47,484	12	46,990	4 45,754
23	46,650	13	46,176	5 42,787
24	46,200	14	46,900	6 41,250
25	45,210	15	46,000	7 40,836
26	42,996	16	47,090	8 40,680
27	38,300	17	47,045	9 40,400
28	36,970	18	45,725	10 40,000
		19	43,300	11 38,156
AVERAGE ALL	45,233	20	43,294	12 37,740
		21	42,210	13 37,400
		22	41,191	14 36,500
		23	40,060	15 34,657
		24	37,440	16 32,640
BUSINESS OR FISCAL OFFICERS: VICE PRESIDENT FOR BUSINESS		25	34,622	17 32,220
				18 32,000
				19 31,671
				20 31,000
RANK	SALARY			21 30,600
1	69,400			22 29,930
2	87,500			23 29,390
3	85,750			BUSINESS OR FISCAL OFFICERS: TREASURER
4	85,200			24 28,825
5	83,000			25 25,200
6	79,900			AVERAGE ALL 37,194
7	77,500	RANK	SALARY	
8	76,576	1	(60,400)	
9	76,320	2	(61,200)	
10	74,500	3	57,600	
11	67,700	4	56,500	
12	66,504	5	51,395	
13	66,000	6	37,142	
14	65,700	7	33,640	
15	65,179	AVERAGE ALL	53,982	
16	65,081			
17	61,600			
18	61,512			
19	60,500			

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TABLE II (Continued)
—ATLANTA REGION—

BUSINESS OR FISCAL OFFICERS: BUDGET OFFICER		RANK	SALARY	RANK	SALARY
1	64,500	25	35,445	12	44,217
2	(59,670)	26	34,560	13	38,473
3	57,024	27	32,465	14	38,086
4	53,076	AVERAGE ALL	46,894	AVERAGE ALL	49,911
5	53,015				
6	51,980				
7	46,350				
8	46,188				
9	45,000				
10	43,620				
11	42,000	RANK	SALARY	RANK	SALARY
12	41,361	1	84,360	1	50,652
13	40,500	2	74,220	2	48,000
14	39,239	3	73,536	3	43,675
15	39,140	4	73,206	4	33,000
16	38,534	5	73,000	5	26,350
17	37,557	6	72,200	6	26,680
18	37,500	7	69,300	7	26,070
19	37,360	8	69,000	8	24,264
20	36,616	9	65,600	9	20,000
21	35,505	10	64,300	AVERAGE ALL	33,821
22	35,412	11	64,008		
23	30,800	12	62,720		
24	30,000	13	62,700		
		14	60,945		
		15	60,068		
		16	60,000		
		17	60,000		
		18	56,000		
		19	58,300		
		20	58,000	RANK	SALARY
		21	57,371	1	54,095
		22	57,130	2	54,000
		23	56,437	3	51,266
		24	55,080	4	46,650
		25	54,080	5	46,500
		26	51,450	6	45,000
		27	44,040	7	43,500
		AVERAGE ALL	62,964	8	42,092
				9	41,657
				10	41,411
				11	41,100
				12	39,867
				13	(39,120)
				14	38,895
				15	38,325
				16	38,000
				17	37,906
				18	37,800
				19	36,400
				20	35,695
				21	35,363
				22	32,161
				23	29,700
				24	29,050
				25	29,027
				26	27,610
				27	27,000
				AVERAGE ALL	39,236

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TABLE II (Continued)
—ATLANTA REGION—

STUDENT AFFAIRS OFFICERS: REGISTRAR		RANK	SALARY	RANK	SALARY
1	63,630	22	35,195	10	66,400
2	60,400	23	33,432	11	65,965
3	58,442	24	32,340	12	59,358
4	56,040	25	32,000	13	58,580
5	54,000	26	31,320	14	57,000
6	53,106	27	31,182	15	56,196
7	52,301	28	30,744	16	49,894
8	51,611	AVERAGE ALL 38,105		17	48,694
9	51,066			18	41,404
10	43,902			19	36,400
11	42,100			20	26,250
12	42,000			21	24,595
13	42,000			22	24,481
14	41,790	STUDENT AFFAIRS OFFICERS: DIRECTOR OF HOUSING		AVERAGE ALL 60,338	
15	41,600	RANK	SALARY		
16	40,000	1	51,828		
17	(39,120)	2	51,716	ADMINISTRATIVE OPERATIONS OFFICERS: EXECUTIVE VICE PRESIDENT	
18	38,761	3	46,500		
19	38,500	4	45,826		
20	37,500	5	45,400		
21	37,312	6	45,000	RANK	SALARY
22	36,152	7	44,350	1	(104,340)
23	35,698	8	44,305	2	87,512
24	35,320	9	41,800	3	81,000
25	30,618	10	39,000	4	79,200
26	30,500	11	37,300	5	70,680
27	27,828	12	35,700	6	70,320
		13	35,004	7	70,200
		14	34,721	8	(68,340)
	AVERAGE ALL 43,757	15	33,600	AVERAGE ALL 78,946	
		16	32,736		
		17	31,445		
		18	30,514		
STUDENT AFFAIRS OFFICERS: DIRECTOR OF FINANCIAL AID		19	27,694		
RANK	SALARY	20	26,803	ADMINISTRATIVE OPERATIONS OFFICERS: ADMINISTRATIVE VICE PRESIDENT	
1	48,832	21	26,000		
2	46,925	22	24,978		
3	45,384	23	24,885	RANK	SALARY
4	44,400	24	24,070	1	60,100
5	44,400	AVERAGE ALL 36,696		2	78,700
6	43,250			3	73,500
7	41,900			4	69,436
8	41,011	STUDENT AFFAIRS OFFICERS: DIRECTOR OF STUDENT HEALTH CENTER		5	(68,340)
9	41,000			6	66,030
10	39,358			7	65,500
11	39,349			8	64,893
12	39,310	RANK	SALARY	9	64,396
13	37,873	1	91,351	10	62,000
14	36,947	2	63,080	11	61,560
15	36,849	3	60,678	12	54,192
16	36,750	4	79,026	AVERAGE ALL 67,385	
17	35,586	5	79,000		
18	35,431	6	78,780		
19	35,400	7	75,546		
20	35,400	8	74,757		
21	35,360	9	70,000		

UNIVERSITY OF ARKANSAS
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RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
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TABLE II (Continued)
—ATLANTA REGION—

ADMINISTRATIVE OPERATIONS
OFFICERS: VICE PRES FOR
PLANNING AND BUDGETING

RANK	SALARY
1	64,000
2	(59,670)
3	57,320
4	(46,900)
AVERAGE ALL	56,975

ADMINISTRATIVE OPERATIONS
OFFICERS:
LEGAL COUNSEL

RANK	SALARY
1	63,000
2	62,220
3	60,000
4	59,114
5	58,983
6	58,770
7	56,089
8	53,400
9	53,000
10	51,450
11	50,640
12	49,200
13	47,300
14	39,600
15	37,200
AVERAGE ALL	53,331

ADMINISTRATIVE OPERATIONS
OFFICERS: ASSISTANT
TO THE PRESIDENT

RANK	SALARY
1	74,000
2	69,050
3	65,000
4	63,000
5	60,504
6	58,200
7	57,900
8	57,000
9	54,570
10	50,800
11	50,500
12	50,220
13	48,000
14	45,924
15	38,000
16	35,146
17	32,900
18	28,600
19	22,750
AVERAGE ALL	50,635

ADMINISTRATIVE OPERATIONS
OFFICERS: DIRECTOR OF
FACILITIES PLANNING

RANK	SALARY
1	71,982
2	66,150
3	54,000
4	50,061
5	50,000
6	48,400
7	48,216
8	47,376
9	47,000
10	46,575
11	45,972
12	43,900
13	41,400
14	35,782
15	35,548
16	33,628
17	30,059
18	26,109
AVERAGE ALL	45,675

ADMINISTRATIVE OPERATIONS
OFFICERS: DIRECTOR OF
PHYSICAL PLANT

RANK	SALARY
1	69,800
2	66,713
3	61,332
4	61,214
5	55,444
6	54,986
7	54,372
8	51,856
9	51,852
10	51,800
11	51,376
12	50,545
13	50,000
14	49,404
15	48,454
16	48,100
17	48,000
18	48,000
19	47,464
20	45,218
21	44,543
22	43,038
23	41,050
24	40,872
25	40,100
26	36,803
27	36,450
AVERAGE ALL	49,955

ADMINISTRATIVE OPERATIONS
OFFICERS: DIRECTOR OF
PUBLIC SAFETY

RANK	SALARY
1	61,697
2	50,558
3	48,125
4	48,000
5	45,087
6	43,022
7	43,000
8	42,438
9	41,808
10	41,500
11	40,836
12	38,007
13	35,600
14	35,320
15	34,622
16	34,560
17	34,200
18	32,000
19	31,363
20	30,429
21	30,000
22	24,680
23	24,564
24	21,316
AVERAGE ALL	38,031

PUBLIC RELATIONS & DEVELOPMENT:
VICE PRESIDENT FOR PUBLIC
RELATIONS AND/OR INFORMATION

RANK	SALARY
1	84,000
2	74,000
3	500
4	(51,476)
AVERAGE ALL	69,209

UNIVERSITY OF ARKANSAS
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TABLE II (Continued)
—ATLANTA REGION—

PUBLIC RELATIONS & DEVELOPMENT: DIRECTOR OF PUBLIC RELATIONS AND/OR INFORMATION		PUBLIC RELATIONS & DEVELOPMENT: VICE PRESIDENT FOR DEVELOPMENT		RANK	SALARY
RANK	SALARY	RANK	SALARY	5	57,500
1	64,000	1	85,000	6	48,400
2	57,629	2	63,200	7	45,252
3	51,214	3	77,000	8	45,000
4	46,319	4	73,500	9	44,664
5	44,448	5	70,320	10	44,400
6	43,144	6	68,500	11	44,265
7	40,250	7	(68,000)	12	43,383
8	39,948	8	66,500	13	41,880
9	39,620	9	64,300	14	39,500
10	37,701	10	(61,600)	15	34,814
11	37,000	11	53,700	16	33,450
12	36,500	12	52,975	17	31,161
13	32,580	13	(52,476)	18	30,368
14	32,124	14	49,400	19	29,705
15	30,900			20	26,370
16	(29,120)	AVERAGE ALL	66,141	21	(29,120)
17	26,080			22	26,000

AVERAGE ALL 40,683

AVERAGE ALL 41,646

PUBLIC RELATIONS & DEVELOPMENT:
DIRECTOR OF DEVELOPMENT

PUBLIC RELATIONS & DEVELOPMENT:
VICE PRESIDENT FOR
UNIVERSITY RELATIONS

RANK	SALARY
1	75,071
2	69,200
3	63,336
4	60,500
5	60,000
6	43,785

AVERAGE ALL 61,982

PUBLIC RELATIONS & DEVELOPMENT:
DIRECTOR OF UNIVERSITY
RELATIONS

RANK	SALARY
1	64,300
2	60,500
3	55,000
4	54,148
5	52,920
6	51,500
7	50,800
8	47,370
9	40,200

AVERAGE ALL 52,860

PUBLIC RELATIONS & DEVELOPMENT:
DIRECTOR OF AGRICULTURAL
EXTENSION

RANK	SALARY
1	63,000
2	61,500
3	79,850
4	(71,000)
5	70,490
6	68,000
7	65,500

AVERAGE ALL 74,191

RESEARCH OFFICERS:
VICE PRESIDENT FOR RESEARCH
(CONTRACTS AND GRANTS)

AVERAGE ALL 46,767

RANK	SALARY
1	56,000
2	54,100
3	50,500
4	78,000
5	77,500

PUBLIC RELATIONS & DEVELOPMENT:
DIRECTOR OF ALUMNI SERVICES

RANK	SALARY
1	66,000
2	65,070
3	(65,000)
4	60,625

AVERAGE ALL 74,403

UNIVERSITY OF ARKANSAS
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TABLE II (Continued)
—ATLANTA REGION—

RESEARCH OFFICERS:
DIRECTOR OF RESEARCH
(CONTRACTS AND GRANTS)

RANK	SALARY
1	82,114
2	64,691
3	62,000
4	62,000
5	58,340
6	57,024
7	56,750
8	52,500
9	49,985
10	47,600
11	47,437
12	46,200
13	45,893
14	44,498
15	42,490
16	39,000
17	32,000

AVERAGE ALL 52,384

RESEARCH OFFICERS:
DIRECTOR OF INSTITUTIONAL
RESEARCH

DEANS (DIRECTORS):
AGRICULTURE

RANK	SALARY
1	69,100
2	67,200
3	78,600
4	73,340
5	(71,000)
6	65,445
7	64,100
8	61,800
9	(54,060)

AVERAGE ALL 71,628

DEANS (DIRECTORS):
ARCHITECTURE/ENVIRONMENTAL
DESIGN

RANK	SALARY
1	77,500
2	76,000
3	68,250
4	(67,000)
5	63,200
6	60,700
7	55,000
8	58,935
9	56,500

AVERAGE ALL 65,232

DEANS (DIRECTORS):
BUSINESS/INDUSTRIAL
MANAGEMENT

RANK	SALARY
1	103,600
2	87,700
3	85,855
4	85,200
5	82,500
6	66,234
7	79,000
8	78,800
9	78,400
10	78,000
11	74,360
12	74,000
13	70,000
14	70,000
15	69,554
16	68,000
17	65,507
18	65,400
19	65,000
20	65,000
21	65,000
22	63,433
23	63,433
24	60,141
25	58,320

AVERAGE ALL 73,457

RANK SALARY

RANK	SALARY
1	70,000
2	59,942
3	58,300
4	54,000
5	52,342
6	51,875
7	51,504
8	50,000
9	48,900
10	47,700
11	(46,900)
12	46,625
13	44,000
14	43,835
15	42,000
16	37,280
17	37,003
18	37,000
19	36,650
20	35,796
21	35,173
22	32,905
23	32,850
24	28,000

AVERAGE ALL 45,024

DEANS (DIRECTORS):
ARTS AND SCIENCES

RANK	SALARY
1	88,200
2	68,000
3	65,200
4	60,000
5	76,000
6	77,500
7	72,500
8	70,000
9	69,100
10	65,100
11	63,000
12	62,150
13	62,000
14	55,636
15	55,391
16	55,188
17	54,920
18	53,500

AVERAGE ALL 68,633

DEANS (DIRECTORS):
CONTINUING EDUCATION
(EXTENSION)

RANK	SALARY
1	72,124
2	71,500
3	69,100
4	67,200
5	63,200
6	61,800
7	61,000
8	59,500
9	57,800
10	57,466
11	54,445
12	53,400
13	53,000
14	52,400
15	51,852
16	50,388
17	46,300
18	45,500
19	45,150
20	43,655
21	41,000
22	36,000

AVERAGE ALL 55,170

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RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
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TABLE II (Continued)
—ATLANTA REGION—

DEANS (DIRECTORS):
DENTISTRY

RANK	SALARY
1	61,300
2	62,719
3	79,900
4	65,463
AVERAGE ALL	65,146

DEANS (DIRECTORS):
EDUCATION

RANK	SALARY
10	77,000
11	74,945
12	74,692
13	73,461
14	66,000
15	65,785
16	65,200
17	64,884
18	64,000
19	59,450
20	46,513
AVERAGE ALL	73,620

RANK	SALARY
10	66,000
11	65,800
12	63,600
13	63,510
14	61,873
15	57,420
16	56,500
17	55,862
18	55,512
19	52,437
20	51,960
21	51,450
AVERAGE ALL	65,367

RANK	SALARY
1	61,400
2	78,400
3	77,600
4	76,000
5	73,041
6	73,000
7	72,400
8	70,800
9	70,769
10	69,582
11	67,500
12	65,749
13	65,700
14	65,700
15	63,804
16	62,874
17	61,650
18	61,300
19	60,375
20	58,151
21	56,388
22	56,000
23	52,500
24	52,229
25	50,000
AVERAGE ALL	65,681

DEANS (DIRECTORS):
FINE ARTS

RANK	SALARY
1	71,000
2	67,000
3	59,600
4	56,356
5	56,000
6	56,400
7	47,000
AVERAGE ALL	59,622

DEANS (DIRECTORS):
HEALTH/FHYS EDUCATION/
RECREATION

RANK	SALARY
1	75,600
2	66,535
3	67,669
4	63,800
5	59,000
6	55,104
7	52,820
AVERAGE ALL	63,133

DEANS (DIRECTORS):
FORESTRY

RANK	SALARY
1	78,400
2	77,400
3	64,960
4	64,400
5	62,700
AVERAGE ALL	69,574

DEANS (DIRECTORS):
HEALTH PROFESSIONS

RANK	SALARY
1	90,736
2	64,160
3	62,800
4	74,720
5	66,000
6	52,000
AVERAGE ALL	75,069

DEANS (DIRECTORS):
ENGINEERING

RANK	SALARY
1	69,500
2	65,400
3	65,000
4	64,000
5	62,400
6	60,300
7	79,000
8	77,500
9	77,357
AVERAGE ALL	69,681

DEANS (DIRECTORS):
GRADUATE

RANK	SALARY
1	54,257
2	62,600
3	74,000
4	73,300
5	71,000
6	69,968
7	69,462
8	69,000
9	67,000
AVERAGE ALL	69,681

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TABLE II (Continued)
—ATLANTA REGION—

DEANS (DIRECTORS):
HOME ECONOMICS

RANK	SALARY
1	81,400
2	78,205
3	67,600
4	64,500
5	63,000
6	61,500
7	61,010
8	60,500
9	54,060

AVERAGE ALL 65,686

RANK	SALARY
10	73,205
11	67,600

DEANS (DIRECTORS):
MUSIC

RANK	SALARY
1	70,500
2	68,216
3	64,868
4	56,165

AVERAGE ALL 64,447

DEANS (DIRECTORS):
LIBERAL ARTS

RANK	SALARY
1	63,500
2	63,804
3	61,315
4	56,056
5	56,000

DEANS (DIRECTORS):
HUMANITIES

AVERAGE ALL 64,135

RANK	SALARY
1	63,271
2	76,000
3	67,500
4	65,500

AVERAGE ALL 73,668

DEANS (DIRECTORS):
NURSING

RANK	SALARY
1	63,874
2	79,044
3	77,000
4	72,890
5	71,900
6	69,463
7	66,700
8	67,666
9	65,667
10	64,000
11	62,700
12	61,605
13	59,867
14	58,500
15	56,500
16	58,300
17	56,667
18	52,000
19	47,100
20	44,612

AVERAGE ALL 64,046

AVERAGE ALL 65,388

DEANS (DIRECTORS):
MEDICINE

DEANS (DIRECTORS):
LAB

RANK	SALARY
1	145,530
2	134,375
3	109,190
4	104,566

DEANS (DIRECTORS):
PHARMACY

RANK	SALARY
1	69,500
2	79,500
3	78,931
4	76,000
5	65,000
6	63,100
7	62,732

AVERAGE ALL 102,608

AVERAGE ALL 73,538

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TABLE II (Continued)
—ATLANTA REGION—

DEANS (DIRECTORS):
SCIENCE/TECHNOLOGY

RANK	SALARY
1	61,714
2	66,587
3	66,000
4	66,000
5	50,000
6	49,880
AVERAGE ALL	62,364

DEANS (DIRECTORS):
SOCIAL WORK

RANK	SALARY
1	62,100
2	74,500
3	65,636
4	65,000
5	64,500
6	59,776
7	54,000
8	53,604
AVERAGE ALL	66,139

DEANS (DIRECTORS):
SOCIAL AND BEHAVIORAL
SCIENCES

RANK	SALARY
1	63,271
2	60,500
3	72,600
4	66,000
AVERAGE ALL	76,343

DEANS (DIRECTORS):
VETERINARY MEDICINE

RANK	SALARY
1	66,950
2	62,200
3	60,474
4	73,920
5	72,700
AVERAGE ALL	79,649

UNIVERSITY OF ARKANSAS
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RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
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TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED FIFTY-SIX UNIVERSITIES IN FORTY-NINE STATES
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
-CHICAGO REGION-

The Chicago Region as defined by the Equal Employment Opportunity Commission includes the states of Illinois, Indiana, Michigan, Minnesota, Ohio, and Wisconsin. The twenty-nine participating universities from this region are as follows:

Ball State University
Bowling Green State University
Central Michigan University
Cleveland State University
Illinois State University
Indiana State University
Indiana University-Purdue University at Indianapolis
Indiana University-Bloomington
Kent State University
Miami University
Michigan State University
Michigan Technological University
Northern Illinois University
Oakland University
Ohio State University
Ohio University
Purdue University
Southern Illinois University at Carbondale
Southern Illinois University at Edwardsville
University of Akron
University of Cincinnati
University of Illinois at Chicago
University of Illinois at Urbana-Champaign
University of Michigan
University of Minnesota-Twin Cities
University of Toledo
University of Wisconsin at Madison
University of Wisconsin at Milwaukee
Western Michigan University

TABLE II (Continued)
—CHICAGO REGION—

PRESIDENT OF A SYSTEM
OF MULTI-CAMPUS
INSTITUTIONS

RANK	SALARY
1	132,500
2	120,000
3	108,760
4	102,000
5	100,000
6	92,820
7	90,000

AVERAGE ALL 106,583

RANK	SALARY
10	75,000
11	74,844
12	74,800
13	(74,532)
14	74,000
15	70,282
16	63,000
17	62,880
18	54,000

AVERAGE ALL 77,787

RANK	SALARY
22	52,441
23	51,480
24	50,575
25	49,300
26	48,700

AVERAGE ALL 63,001

ACADEMIC OFFICERS:
DIRECTOR OF AFFIRMATIVE
ACTION PROGRAM

PRESIDENT OF A SINGLE UNIT
INSTITUTION

RANK	SALARY
1	117,000
2	104,100
3	102,000
4	102,000
5	100,000
6	100,000
7	99,800
8	95,000
9	95,000
10	95,000
11	93,000
12	91,972
13	85,000
14	84,000
15	83,928
16	83,000
17	82,000
18	80,250
19	80,000
20	78,120
21	78,120
22	78,012

AVERAGE ALL 91,241

ACADEMIC OFFICERS:
PROVOST

RANK	SALARY
1	99,600
2	(96,000)
3	90,000
4	81,700
5	80,750
6	(77,000)
7	77,000
8	75,500
9	75,000
10	(74,532)
11	73,700
12	72,500

ACADEMIC OFFICERS:
DIRECTOR OF LIBRARIES

RANK	SALARY
1	87,890
2	81,000
3	78,000
4	78,000
5	73,800
6	73,000
7	71,526
8	70,020
9	69,200
10	62,907
11	62,640
12	62,157
13	61,425
14	60,300
15	60,250
16	58,416
17	57,300
18	56,880
19	55,400
20	55,274
21	54,072

RANK	SALARY
1	65,838
2	55,374
3	49,100
4	48,222
5	47,500
6	46,125
7	46,037
8	46,032
9	45,000
10	44,500
11	43,000
12	42,960
13	42,800
14	42,627
15	42,400
16	41,800
17	41,167
18	39,700
19	39,500
20	37,300
21	36,700
22	34,000
23	33,915
24	32,616
25	31,697
26	(28,200)
27	26,796
28	25,786

AVERAGE ALL 41,310

ACADEMIC OFFICERS:
ACADEMIC VICE PRESIDENT/
VICE CHANCELLOR

RANK	SALARY
1	105,500
2	95,000
3	92,220
4	88,000
5	86,000
6	85,600
7	77,160
8	(77,000)
9	75,336

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TABLE II (Continued)
—CHICAGO REGION—

ACADEMIC OFFICERS: DIRECTOR OF COMPLTING SERVICES		RANK	SALARY	BUSINESS OR FISCAL OFFICERS: BUSINESS MANAGER	
		21	(60,420)		
		22	60,500		
		23	55,200		
RANK	SALARY			RANK	SALARY
1	50,727			1	68,700
2	75,150		AVERAGE ALL 72,079	2	65,100
3	70,500			3	58,000
4	65,000			4	57,700
5	64,584			5	(54,887)
6	63,840		BUSINESS OR FISCAL OFFICERS: CONTROLLER	6	52,320
7	63,472			7	45,800
8	61,440			8	40,891
9	60,340			9	38,640
10	58,600		RANK		
11	57,700	1	77,600		AVERAGE ALL 53,560
12	57,548	2	62,200		
13	57,093	3	61,000		
14	55,000	4	55,080		
15	54,948	5	55,042		BUSINESS OR FISCAL OFFICERS: INTERNAL AUDITOR
16	54,600	6	(54,687)		
17	54,500	7	54,000		
18	54,012	8	53,700		
19	53,500	9	53,500		
20	53,478	10	52,200		
21	53,004	11	51,761		
22	52,200	12	51,400		
23	51,084	13	50,159		
24	50,410	14	48,900		
25	50,100	15	48,500		
26	50,030	16	46,704		
27	49,500	17	45,456		
		18	45,000		
AVERAGE ALL 58,459		19	44,148		
		20	44,100		
		21	42,144		
		22	41,472		
		23	39,140		
BUSINESS OR FISCAL OFFICERS: VICE PRESIDENT FOR BUSINESS				RANK	SALARY
			AVERAGE ALL 51,225	1	58,000
				2	54,590
				3	54,500
				4	53,610
				5	50,900
				6	44,300
				7	42,600
				8	42,072
				9	39,300
				10	38,948
				11	38,400
				12	38,300
				13	38,061
				14	37,840
				15	37,825
				16	37,500
				17	36,691
				18	36,228
				19	34,450
				20	34,164
				21	33,050
				22	31,100
RANK	SALARY				AVERAGE ALL 41,475
1	101,000				
2	89,000		BUSINESS OR FISCAL OFFICERS: TREASURER		
3	88,000				
4	81,620				
5	79,440				
6	77,000		RANK		
7	77,000	1	(72,000)		
8	72,000	2	60,800		
9	71,900	3	56,000		
10	71,748	4	55,922		
11	70,500	5	50,040		
12	70,000	6	39,220		
13	70,000				
14	69,271		AVERAGE ALL 55,664		
15	69,000				
16	67,522				
17	(65,580)				
18	65,200				
19	64,600				
20	61,800				

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1985-86

TABLE II (Continued)
—CHICAGO REGION—

BUSINESS OR FISCAL OFFICERS:
BUDGET OFFICER

RANK	SALARY
1	83,500
2	68,918
3	(67,600)
4	62,000
5	(61,417)
6	56,830
7	56,600
8	55,000
9	(54,687)
10	54,000
11	50,280
12	47,300
13	45,672
14	44,664
15	43,920
16	43,600
17	43,356
18	42,636
19	40,915
20	38,738
21	34,884
22	31,000
AVERAGE ALL	51,233

BUSINESS OR FISCAL OFFICERS:
DIRECTOR OF PERSONNEL

RANK	SALARY
1	81,240
2	76,000
3	72,695
4	(67,000)
5	66,300
6	62,800
7	60,500
8	56,254
9	56,076
10	55,008
11	54,416
12	53,550
13	52,000
14	49,834
15	46,800
16	46,500
17	45,780
18	45,700
19	45,415
20	45,366
21	45,200
22	44,880
23	42,375
24	37,750
AVERAGE ALL	54,560

STUDENT AFFAIRS OFFICERS:
VICE PRESIDENT FOR STUDENT
AFFAIRS(SERVICES)

RANK	SALARY
1	63,200
2	62,700
3	62,000
4	77,000
5	76,560
6	74,500
7	73,500
8	70,543
9	70,000
10	69,700
11	69,300
12	69,200
13	68,688
14	68,350
15	63,300
16	(62,796)
17	60,976
18	60,972
19	59,868
20	56,520
21	55,500
22	53,550
23	53,500
24	50,000

STUDENT AFFAIRS OFFICERS:
DEAN OF INTERNATIONAL
STUDENTS

AVERAGE ALL 43,456

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF ADMISSIONS

AVERAGE ALL 67,176

RANK	SALARY
1	67,410
2	61,237
3	58,637
4	56,500
5	55,766
6	54,120
7	52,550
8	52,070
9	50,640
10	49,780
11	49,104
12	49,083
13	48,672
14	48,000
15	48,000
16	47,712
17	47,032
18	46,279
19	45,750
20	45,450
21	45,439
22	42,705
23	42,400
24	42,312
25	41,000
26	40,600
27	39,348
28	38,858
29	32,583

AVERAGE ALL 48,243

UNIVERSITY OF ARKANSAS

OFFICE OF INSTITUTIONAL RESEARCH

RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES

PAID 1985-86

TABLE II (Continued)
—CHICAGO REGION—

STUDENT AFFAIRS OFFICERS: REGISTRAR		RANK	SALARY	RANK	SALARY	
		24	36,826		9	66,638
		25	36,472		10	65,215
RANK	SALARY	26	35,471		11	56,450
1	62,100	27	31,800		12	59,000
2	56,000	28	30,100		13	58,995
3	50,500	29	29,475		14	57,550
4	50,400				15	54,954
5	49,812				16	53,521
6	49,500				17	51,840
7	48,850				18	51,120
8	48,536				19	48,500
9	47,712				20	47,390
10	47,515				21	41,721
11	47,100				22	37,150
12	46,720					
13	45,246	RANK	SALARY		AVERAGE ALL	62,223
14	44,280	1	67,900			
15	43,800	2	60,749			
16	43,700	3	58,100			
17	43,086	4	56,680			
18	41,000	5	54,200			
19	40,100	6	51,700			
20	40,000	7	51,180			
21	39,781	8	50,992			
22	39,628	9	50,500			
23	38,750	10	(50,240)			
24	36,499	11	49,584			
25	36,420	12	49,500			
		13	49,140			
AVERAGE ALL	45,482	14	45,967			
		15	44,600			
		16	43,680			
		17	41,855			
STUDENT AFFAIRS OFFICERS: DIRECTOR OF FINANCIAL AID		18	39,920			
RANK	SALARY	19	39,850			
1	55,260	20	38,007			
2	53,815	21	37,720			
3	53,166	22	36,500			
4	50,000	23	35,626			
5	49,152	24	35,250			
6	48,750	25	34,813			
7	47,712	26	34,157			
8	47,400					
9	45,052					
10	44,520					
11	44,000					
12	43,920					
13	43,379					
14	42,893					
15	42,552	RANK	SALARY			
16	42,457	1	63,617			
17	41,844	2	66,700			
18	40,968	3	78,020			
19	40,632	4	75,000			
20	40,130	5	72,600			
21	39,290	6	72,360			
22	38,325	7	68,961			
23	36,900	8	68,600			

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1985-86

TABLE II (Continued)
—CHICAGO REGION—

ADMINISTRATIVE OPERATIONS OFFICERS: VICE PRES FOR PLANNING AND BUDGETING		RANK	SALARY	RANK	SALARY
		12	47,600	16	53,050
		13	44,700	17	53,020
RANK	SALARY	14	44,700	18	51,000
1	63,500	15	42,800	19	51,000
2	75,960	16	42,800	20	50,760
3	72,360	17	37,450	21	50,460
4	(72,000)	18	37,420	22	49,800
5	63,700	19	32,230	23	48,779
6	(61,417)	20	30,750	24	47,500
7	57,400	21	28,472	25	47,000
8	55,500	22	24,000	26	45,500
AVERAGE ALL	67,730	AVERAGE ALL	45,786	27	44,068
				28	41,129
				AVERAGE ALL	35,023

ADMINISTRATIVE OPERATIONS OFFICERS: LEGAL COUNSEL		ADMINISTRATIVE OPERATIONS OFFICERS: DIRECTOR OF FACILITIES PLANNING		ADMINISTRATIVE OPERATIONS OFFICERS: DIRECTOR OF PUBLIC SAFETY	
RANK	SALARY	RANK	SALARY	RANK	SALARY
1	55,000	1	67,500	1	54,400
2	75,400	2	57,500	2	51,000
3	74,518	3	55,000	3	49,000
4	64,584	4	34,080	4	47,880
5	64,456	5	53,500	5	46,823
6	64,000	6	52,240	6	46,585
7	62,408	7	49,500	7	45,000
8	54,100	8	48,875	8	44,000
9	53,900	9	48,000	9	43,366
10	53,800	10	47,960	10	43,220
11	52,000	11	43,250	11	42,400
12	50,482	12	40,980	12	41,500
13	48,590	13	28,862	13	41,434
14	44,803	14	37,300	14	41,060
15	42,000	AVERAGE ALL	49,611	15	40,159
16	41,952			16	39,636
17	39,628			17	39,300
18	39,200			18	39,000
AVERAGE ALL	56,932			19	37,440
				20	37,250
				21	36,481
				22	36,000
ADMINISTRATIVE OPERATIONS OFFICERS: ASSISTANT TO THE PRESIDENT		RANK	SALARY	23	35,196
RANK	SALARY	1	65,000	24	27,700
1	65,600	2	67,400	AVERAGE ALL	41,910
2	60,500	3	65,946		
3	59,000	4	65,326		
4	58,000	5	64,800		
5	52,900	6	64,440		
6	51,600	7	61,500		
7	51,000	8	61,380		
8	50,000	9	58,200		
9	49,086	10	58,176		
10	48,816	11	55,350		
11	48,000	12	55,000		
		13	54,006		
		14	53,813		
		15	53,228		

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1985-86

TABLE II (Continued)
—CHICAGO REGION—

PUBLIC RELATIONS & DEVELOPMENT:
DIRECTOR OF DEVELOPMENT

RANK	SALARY
1	71,850
2	71,200
3	65,667
4	63,120
5	(55,500)
6	54,272
7	(53,496)
8	52,700
9	50,650
10	46,452
11	46,100
12	45,500
13	42,000
14	39,500
15	39,000

AVERAGE ALL 53,114

PUBLIC RELATIONS & DEVELOPMENT:
VICE PRESIDENT FOR
DEVELOPMENT

RANK	SALARY
1	106,250
2	82,000
3	76,630
4	(67,500)
5	63,000
6	61,300
7	49,912

AVERAGE ALL 72,371

PUBLIC RELATIONS & DEVELOPMENT:
VICE PRESIDENT FOR
UNIVERSITY RELATIONS

RANK	SALARY
1	76,500
2	65,400
3	63,300
4	58,050
5	54,885

AVERAGE ALL 63,520

PUBLIC RELATIONS & DEVELOPMENT:
DIRECTOR OF PUBLIC RELATIONS
AND/OR INFORMATION

RANK	SALARY
1	64,000
2	63,840
3	57,300
4	54,433
5	49,500
6	48,604
7	45,500
8	44,777

AVERAGE ALL 40,748

RANK	SALARY
9	42,500
10	42,500
11	41,972
12	41,918

AVERAGE ALL 44,287

PUBLIC RELATIONS & DEVELOPMENT:
DIRECTOR OF
ALUMNI SERVICES

RANK	SALARY
1	76,500
2	67,416
3	(53,496)
4	52,500
5	50,592
6	47,300
7	46,980
8	41,000
9	39,900
10	39,204
11	37,000
12	35,700
13	35,103

AVERAGE ALL 40,748

PUBLIC RELATIONS & DEVELOPMENT:
DIRECTOR OF AGRICULTURAL
EXTENSION

RANK	SALARY
1	82,500
2	60,000
3	79,440
4	76,000

AVERAGE ALL 79,485

PUBLIC RELATIONS & DEVELOPMENT:
VICE PRESIDENT FOR PUBLIC
RELATIONS AND/OR INFORMATION

RANK	SALARY
1	63,640
2	72,000
3	70,543

(67,500)

RANK	SALARY
5	63,850
6	61,824
7	59,000
8	57,500
9	47,500

AVERAGE ALL 64,617

PUBLIC RELATIONS & DEVELOPMENT:
DIRECTOR OF UNIVERSITY
RELATIONS

RANK	SALARY
1	71,734
2	53,500
3	48,944
4	47,972
5	40,405

AVERAGE ALL 52,911

UNIVERSITY OF ARKANSAS

OFFICE OF INSTITUTIONAL RESEARCH

RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES

PAID 1985-86

TABLE II (Continued)
—CHICAGO REGION—

RESEARCH OFFICERS: VICE PRESIDENT FOR RESEARCH (CONTRACTS AND GRANTS)		RANK	SALARY	RANK	SALARY
		7	47,496	6	74,647
		8	47,460	7	73,368
RANK	SALARY	9	45,715	8	70,426
1	45,400	10	45,200	9	70,300
2	88,500	11	44,352	10	69,457
3	63,607	12	43,300	11	69,400
4	63,000	13	41,622	12	68,900
5	60,000	14	40,850	13	67,300
6	72,000	15	40,100	14	66,173
AVERAGE ALL	83,751	16	39,653	15	65,216
		17	36,288	16	65,100
		18	26,650	17	64,000
		AVERAGE ALL	47,119	18	61,712
				19	60,000
				20	59,825
				21	58,968
RESEARCH OFFICERS: DIRECTOR OF RESEARCH (CONTRACTS AND GRANTS)					AVERAGE ALL 71,003
DEANS (DIRECTORS): AGRICULTURE					
RANK	SALARY				
1	76,000				
2	68,900				
3	68,640				
4	66,495	RANK	SALARY		
5	66,396	1	62,280		
6	62,900	2	69,713		
7	61,269	3	67,000		
8	57,400	4	65,500		
9	53,300	5	62,000		
10	52,737	6	62,500		
11	51,000	7	55,776		
12	50,600	AVERAGE ALL	62,538		
13	48,055				
14	48,000				
15	46,724				
16	45,100				
17	45,000				
18	41,551				
19	41,267				
20	41,220				
21	41,000	RANK	SALARY		
22	39,660	1	76,416		
23	35,616	2	76,000		
24	29,575	3	72,450		
25	26,800	4	62,493		
AVERAGE ALL	50,584	5	60,400		
		6	43,200		
		AVERAGE ALL	65,160		
RESEARCH OFFICERS: DIRECTOR OF INSTITUTIONAL RESEARCH					
DEANS (DIRECTORS): ARTS AND SCIENCES					
RANK	SALARY				
1	65,580				
2	63,478	RANK	SALARY		
3	60,500	1	100,000		
4	57,400	2	62,500		
5	52,000	3	64,000		
6	50,500	4	75,000		
		5	74,760		
		AVERAGE ALL	73,710		

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1985-86

TABLE II (Continued)
—CHICAGO REGION—

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1985-86

TABLE II (Continued)
—CHICAGO REGION—

DEANS (DIRECTCRS):
HOME ECONOMICS

RANK	SALARY
1	76,600
2	75,900
3	73,882
4	72,000
5	46,900

AVERAGE ALL 68,936

DEANS (DIRECTCRS):
LIBERAL ARTS

RANK	SALARY
1	90,000
2	80,000
3	67,399
4	61,740
5	55,000

AVERAGE ALL 70,828

DEANS (DIRECTCRS):
NURSING

RANK	SALARY
1	62,020
2	60,000
3	62,000
4	80,000
5	78,027
6	76,000
7	72,000
8	70,320
9	65,156
10	63,626
11	63,150
12	59,748
13	55,900
14	53,000
15	50,660
16	34,400

AVERAGE ALL 67,825

DEANS (DIRECTCRS):
HUMANITIES

RANK	SALARY
1	85,000
2	69,360
3	48,540

AVERAGE ALL 67,533

DEANS (DIRECTCRS):
LIBRARY SCIENCE

RANK	SALARY
1	70,500
2	69,630
3	62,000
4	54,383
5	52,500
6	46,360

AVERAGE ALL 59,229

DEANS (DIRECTCRS):
JOURNALISM/
COMMUNICATIONS

RANK	SALARY
1	72,500
2	69,050
3	61,800
4	55,000
5	47,000

AVERAGE ALL 61,072

DEANS (DIRECTCRS):
MEDICINE

RANK	SALARY
1	136,000
2	135,000
3	115,000
4	104,352
5	96,768
6	93,600
7	92,500
8	89,000
9	79,655

AVERAGE ALL 104,657

RANK	SALARY
1	120,524
2	101,000
3	100,000
4	100,000
5	92,000
6	90,000
7	88,000
8	85,200
9	80,004
10	79,800
11	78,702
12	70,097
13	70,000

AVERAGE ALL 88,871

DEANS (DIRECTCRS):
MUSIC

RANK	SALARY
1	78,000
2	77,000
3	69,380
4	61,760
5	54,101
6	43,000

AVERAGE ALL 63,674

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1985-86

TABLE II (Continued)
—CHICAGO REGION—

DEANS (DIRECTORS):
PHARMACY

RANK	SALARY
1	91,620
2	(82,000)
3	81,500
4	79,680
5	78,750
6	78,000
7	78,000
8	59,600

AVERAGE ALL 78,645

DEANS (DIRECTORS):
SOCIAL WORK

RANK	SALARY
1	90,950
2	76,700
3	73,000
4	70,000
5	69,360
6	58,740
7	58,510

AVERAGE ALL 71,038

DEANS (DIRECTORS):
SCIENCE/TECHNOLOGY

RANK	SALARY
1	60,000
2	75,500
3	72,000
4	69,960
5	68,000
6	65,161
7	59,800
8	59,107
9	56,475
10	54,000
11	53,820
12	50,957
13	50,000

AVERAGE ALL 52,680

DEANS (DIRECTORS):
UNIVERSITY COLLEGE/
GENERAL COLLEGE

RANK	SALARY
1	71,500
2	62,040
3	61,900
4	56,150
5	52,342
6	50,572

AVERAGE ALL 54,084

DEANS (DIRECTORS):
VETERINARY MEDICINE

RANK	SALARY
1	64,071
2	61,000
3	60,000
4	60,000
5	77,040
6	72,130

AVERAGE ALL 60,702

DEANS (DIRECTORS):
SOCIAL AND BEHAVIORAL
SCIENCES

RANK	SALARY
1	(65,000)
2	73,882
3	72,600
4	50,560

AVERAGE ALL 70,513

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1985-86

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED FIFTY-SIX UNIVERSITIES IN FORTY-NINE STATES
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS

-DALLAS REGION-

The Dallas Region as defined by the Equal Employment Opportunity Commission includes the states of Arkansas, Louisiana, Oklahoma, New Mexico, and Texas. The twenty-five participating universities from this region are as follows:

East Texas State University
Lamar University
Louisiana State University
Louisiana Tech University
New Mexico Institute of Mining and Technology
New Mexico State University
North Texas State University
Northeast Louisiana University
Northwest State University of Louisiana
Oklahoma State University
Sam Houston State University
Stephen F. Austin State University
Texas A & I University
Texas A & M University
Texas Southern University
Texas Tech University
University of Arkansas
University of Houston
University of New Mexico
University of Oklahoma
University of Southwestern Louisiana
University of Texas at Arlington
University of Texas at Austin
University of Texas at Dallas
University of Texas at El Paso

TABLE II (Continued)
—DALLAS REGION—

PRESIDENT OF A SYSTEM OF MULTI-CAMPUS INSTITUTIONS		RANK	SALARY	RANK	SALARY	
RANK		13	64,200	25	27,416	
1		14	63,700	AVERAGE ALL		52,175
2		15	63,264			
3		16	63,000			
4		17	61,692			
AVERAGE ALL		18	60,683	ACADEMIC OFFICERS:		
91,959		19	55,856	DIRECTOR OF AFFIRMATIVE		
		20	55,000	ACTION PROGRAM		
		21	49,802			
		AVERAGE ALL		70,892		
PRESIDENT OF A SINGLE UNIT INSTITUTION		RANK	SALARY	RANK	SALARY	
RANK		1	56,268	1	56,268	
1		2	54,849	2	54,849	
2		3	48,300	3	48,300	
3		4	(43,700)	4	(43,700)	
4		5	43,020	5	43,020	
5		6	41,820	6	41,820	
6		7	39,917	7	39,917	
7		8	39,850	8	39,850	
8		9	39,600	9	39,600	
9		10	35,543	10	35,543	
10		11	32,700	11	32,700	
11		12	32,000	12	32,000	
12		13	30,207	13	30,207	
13		14	28,000	14	28,000	
14		AVERAGE ALL		40,412		
15						
16						
17						
18						
19						
20						
21						
AVERAGE ALL		AVERAGE ALL		27,562		
ACADEMIC OFFICERS: DIRECTOR OF LIBRARIES		RANK	SALARY	RANK	SALARY	
RANK		1	68,751	1	68,751	
1		2	63,000	2	63,000	
2		3	(62,950)	3	(62,950)	
3		4	61,500	4	61,500	
4		5	61,000	5	61,000	
5		6	60,192	6	60,192	
6		7	59,844	7	59,844	
7		8	59,225	8	59,225	
8		9	58,440	9	58,440	
9		10	56,484	10	56,484	
10		11	56,200	11	56,200	
11		12	54,050	12	54,050	
12		13	54,000	13	54,000	
13		14	53,400	14	53,400	
14		15	53,148	15	53,148	
15		16	48,125	16	48,125	
16		17	47,592	17	47,592	
17		18	47,021	18	47,021	
18		19	46,452	19	46,452	
19		20	45,376	20	45,376	
20		21	45,168	21	45,168	
21		22	41,000	22	41,000	
22		23	39,655	23	39,655	
23		24	34,379	24	34,379	

**UNIVERSITY OF ARKANSAS
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TABLE II (Continued)
—DALLAS REGION—

ACADEMIC OFFICERS: DIRECTOR OF COMPUTING SERVICES		RANK	SALARY	RANK	SALARY
		24	48,700	6	44,504
				7	41,705
				8	39,116
RANK	SALARY		AVERAGE ALL 65,233		
1	75,000				36,628
2	(62,950)			10	37,920
3	61,936			11	37,035
4	61,062			12	35,534
5	57,600				
6	56,512				
7	54,204				
8	53,615				
9	53,071				
10	51,000	1	(53,200)		
11	50,923	2	50,000		
12	49,500	3	(60,000)		
13	49,500	4	59,400		
14	48,597	5	50,530		
15	48,534	6	49,965	RANK	SALARY
16	47,436	7	49,767	1	50,036
17	47,353	8	48,000	2	48,996
18	46,620	9	46,752	3	45,600
19	46,285	10	44,496	4	43,750
20	44,373	11	43,600	5	40,468
21	(43,700)	12	41,143	6	38,764
22	42,968	13	41,045	7	36,500
23	39,716	14	40,338	8	37,752
24	38,616	15	40,000	9	37,389
		16	32,736	10	36,071
		17	30,416	11	35,962
AVERAGE ALL 51,270				12	35,934
				13	33,800
			AVERAGE ALL 47,140	14	32,964
				15	31,828
				16	29,870
				17	29,000
BUSINESS OR FISCAL OFFICERS: VICE PRESIDENT FOR BUSINESS				18	19,992
			BUSINESS OR FISCAL OFFICERS: TREASURER		
				AVERAGE ALL 37,039	
RANK	SALARY				
1	84,129				
2	87,550				
3	85,488	1	(68,406)		
4	76,950	2	56,175		
5	68,604	3	41,300		
6	(68,406)	4	40,000		
7	67,333	5	37,000	RANK	SALARY
8	67,000	6	36,500	1	59,700
9	66,522	7	35,416	2	55,920
10	64,680		AVERAGE ALL 44,907	3	54,200
11	64,398			4	53,136
12	63,264			5	52,406
13	(63,200)			6	48,886
14	63,000			7	44,520
15	61,200			8	42,230
16	(60,000)		BUSINESS OR FISCAL OFFICERS: BUSINESS MANAGER	9	40,473
17	59,580			10	39,775
18	59,568			11	39,000
19	(59,000)	RANK	SALARY	12	37,600
20	57,700	1	53,600	13	37,389
21	56,200	2	53,136	14	35,000
22	54,600	3	47,041	15	33,990
23	53,560	4	46,000		
		5	44,975		
				AVERAGE ALL 44,948	

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TABLE II (Continued)
—DALLAS REGION—

BUSINESS OR FISCAL OFFICERS: DIRECTOR OF PERSONNEL		STUDENT AFFAIRS OFFICERS: DEAN OF STUDENT AFFAIRS		RANK	SALARY
1	50,400	1	62,818	11	41,700
2	48,900	2	56,676	12	(41,189)
3	48,042	3	55,680	13	40,033
4	46,341	4	51,996	14	40,000
5	45,838	5	49,440	15	37,700
6	45,675	6	45,114	16	35,601
7	45,005	7	43,350	17	35,592
8	45,000	8	43,000	18	33,234
9	43,044	9	42,697	19	31,720
10	42,432	10	42,160	20	31,200
11	40,332	11	42,111	21	29,916
12	39,668	12	42,000	22	28,149
13	39,000	13	41,600	23	24,387
14	38,617	14	39,551	AVERAGE ALL	39,926
15	37,992	15	35,919		
16	37,800	16	35,806		
17	37,600	17	34,008		
18	36,565	18	33,800		
19	36,050				
20	35,178				
21	32,740				
22	31,828				
23	31,557				
24	29,725				
25	26,149				
AVERAGE ALL	39,635				
STUDENT AFFAIRS OFFICERS: VICE PRESIDENT FOR STUDENT AFFAIRS(SERVICES)		STUDENT AFFAIRS OFFICERS: DEAN OF INTERNATIONAL STUDENTS		RANK	SALARY
1	57,361			1	57,361
2	50,000			2	50,000
3	47,401			3	47,379
4	47,133			4	47,133
5	44,004			5	44,004
6	44,000			6	44,000
7	43,801			7	43,801
8	42,610			8	42,610
9	41,796			9	41,796
10	(41,189)			10	(41,189)
11				11	
12				12	39,652
13				13	39,408
14				14	38,874
15				15	38,000
16				16	37,951
17				17	37,800
18				18	37,755
19				19	36,000
20				20	35,975
21				21	34,416
22				22	34,208
23				23	27,442
24				24	25,176
AVERAGE ALL	40,309				
STUDENT AFFAIRS OFFICERS: DIRECTOR OF ADMISSIONS		STUDENT AFFAIRS OFFICERS: DEAN OF STUDENT AFFAIRS		RANK	SALARY
1	57,800			1	57,800
2	54,590			2	54,590
3	52,970			3	52,970
4	46,300			4	46,300
5	43,775			5	43,775
6	43,240			6	43,240
7	42,840			7	42,840
8	42,348			8	42,348
9	42,012			9	42,012
10	42,000			10	42,000
AVERAGE ALL	61,363				

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TABLE II (Continued)
—DALLAS REGION—

STUDENT AFFAIRS OFFICERS: DIRECTOR OF FINANCIAL AID		RANK	SALARY	RANK	SALARY
		23	25,000	5	66,444
		AVERAGE ALL	36,372	6	66,000
				7	64,632
				8	(59,000)
				9	58,995
				10	58,200
RANK SALARY					
1	47,196				
2	46,750				
3	45,500				
4	45,392				
5	42,700				
6	41,000				
7	40,056				
8	40,000				
9	39,200				
10	38,456				
11	37,200				
12	37,078				
13	36,975				
14	33,273				
15	32,978				
16	32,416				
17	32,098				
18	31,848				
19	31,362				
20	31,238				
21	31,184				
22	30,900				
23	29,364				
24	27,983				
25	26,239				
AVERAGE ALL 36,335		19	24,768		
STUDENT AFFAIRS OFFICERS: DIRECTOR OF STUDENT HEALTH CENTER		RANK	SALARY		
		1	79,300		
		2	70,000		
		3	64,020		
		4	63,654		
		5	63,500		
		6	62,220		
		7	61,361		
		8	60,069		
		9	60,045		
		10	57,800		
		11	55,000		
		12	53,045		
		13	50,295		
		14	47,500		
		15	44,000		
		16	28,008		
		17	27,810		
		18	27,660		
		19	24,768		
AVERAGE ALL 36,335					
STUDENT AFFAIRS OFFICERS: DIRECTOR OF HOUSING		AVERAGE ALL	52,634		
ADMINISTRATIVE OPERATIONS OFFICERS: VICE PRES FOR PLANNING AND BUDGETING		RANK	SALARY		
		1	(68,810)		
		2	62,811		
		3	56,950		
		4	58,350		
		5			
		6			
		7			
		8			
ADMINISTRATIVE OPERATIONS OFFICERS: LEGAL COUNSEL		AVERAGE ALL	52,634		
ADMINISTRATIVE OPERATIONS OFFICERS: EXECUTIVE VICE PRESIDENT		RANK	SALARY		
		1	75,100		
		2	65,160		
		3	65,000		
		4	60,270		
		5	56,272		
		6	50,000		
		7	44,060		
		8	34,500		
AVERAGE ALL 56,545					
RANK SALARY					
1	57,800				
2	49,008				
3	(47,412)				
4	46,656				
5	45,526				
6	44,000				
7	39,610				
8	39,000				
9	38,718				
10	36,206				
11	35,000				
12	34,615				
13	33,436				
14	33,240				
15	32,960				
16	30,323				
17	29,705				
18	29,279				
19	28,826				
20	28,094				
21	26,471				
22	26,280				
AVERAGE ALL 72,991		RANK	SALARY		
ADMINISTRATIVE OPERATIONS OFFICERS: ADMINISTRATIVE VICE PRESIDENT		1	62,000		
		2	75,100		
		3	70,400		
		4	68,406		

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TABLE II (Continued)
—DALLAS REGION—

ADMINISTRATIVE OPERATIONS OFFICERS: ASSISTANT TO THE PRESIDENT		RANK	SALARY	PUBLIC RELATIONS & DEVELOPMENT: DIRECTOR OF PUBLIC RELATIONS AND/OR INFORMATION	
1	60,000	15	42,230		
2	56,893	16	40,866		
3	52,800	17	36,007		
4	52,368	18	37,700		
5	50,074	19	37,176		
6	48,048	20	37,164		
7	47,700	21	36,000		
8	46,200	22	34,957		
9	43,356	23	30,384		
10	41,200	24	29,718		
11	38,004	AVERAGE ALL		44,905	
12	36,720	ADMINISTRATIVE OPERATIONS OFFICERS: DIRECTOR OF PUBLIC SAFETY			
13	36,200				
14	35,000				
AVERAGE ALL					
ADMINISTRATIVE OPERATIONS OFFICERS: DIRECTOR OF FACILITIES PLANNING		RANK	SALARY	ADMINISTRATIVE OPERATIONS OFFICERS: DIRECTOR OF PUBLIC SAFETY	
1	50,800	1	49,800		
2	50,280	2	47,000		
3	50,268	3	46,980		
4	47,500	4	42,508		
5	46,512	5	40,956		
6	45,574	6	38,625		
7	35,000	7	38,010		
8	34,874	8	37,648		
9	33,651	9	37,518		
AVERAGE ALL	43,830	10	37,493		
		11	36,340	PUBLIC RELATIONS & DEVELOPMENT: VICE PRESIDENT FOR UNIVERSITY RELATIONS	
		12	35,678		
		13	35,064		
		14	34,616		
		15	34,000		
		16	33,864		
		17	33,100		
		18	32,022		
		19	29,652		
		20	28,766		
		AVERAGE ALL		37,482	
ADMINISTRATIVE OPERATIONS OFFICERS: DIRECTOR OF PHYSICAL PLANT		RANK	SALARY	AVERAGE ALL <td data-kind="ghost"></td>	
1	65,397	1	75,800		
2	60,900	2	72,100		
3	58,800	3	68,406		
4	57,000	4	52,092		
5	51,500	AVERAGE ALL		65,048	
6	49,827				
7	48,948				
8	46,650				
9	46,125				
10	45,500				
11	44,300				
12	43,575				
13	43,215				
14	42,240				

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RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
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TABLE II (Continued)
—DALLAS REGION—

PUBLIC RELATIONS & DEVELOPMENT: VICE PRESIDENT FOR DEVELOPMENT		RANK	SALARY	RANK	SALARY
		12	29,303	5	57,400
		13	26,200	6	57,000
RANK	SALARY	14	26,200	7	53,694
1	61,428	15	24,675	8	52,961
2	79,161	16	21,613	9	41,800
3	(75,800)	AVERAGE ALL	36,267	10	39,600
4	(72,100)			11	38,000
5	(68,810)			12	36,400
6	68,400			13	36,225
7	65,760			14	32,500
8	59,568	PUBLIC RELATIONS & DEVELOPMENT: DIRECTOR OF AGRICULTURAL EXTENSION		15	32,368
9	56,650			16	30,846
10	55,000			AVERAGE ALL	48,624
AVERAGE ALL	68,266	RANK	SALARY		
		1	83,200	RANK	SALARY
		2	70,147	1	62,811
		3	65,436	2	47,026
PUBLIC RELATIONS & DEVELOPMENT: DIRECTOR OF DEVELOPMENT		AVERAGE ALL	72,926	3	46,669
RANK	SALARY	RESEARCH OFFICERS: VICE PRESIDENT FOR RESEARCH (CONTRACTS AND GRANTS)		4	44,780
1	61,000	RANK	SALARY	5	43,680
2	60,900	1	85,825	6	43,200
3	53,040	2	76,248	7	42,906
4	50,470	3	70,380	8	42,798
5	(50,393)	4	61,800	9	40,700
6	(47,880)	AVERAGE ALL	74,063	10	39,668
7	(47,318)			11	39,000
8	44,216			12	38,602
9	44,116			13	38,200
10	43,436			14	38,000
11	39,120			15	34,150
12	38,883			16	31,932
13	38,500			17	28,973
14	35,800	RESEARCH OFFICERS: VICE PRESIDENT FOR RESEARCH AND GRADUATE DEAN		AVERAGE ALL	41,363
15	33,475	RANK	SALARY		
16	30,979	1	85,280	RANK	SALARY
AVERAGE ALL	44,939	2	65,000	1	63,160
PUBLIC RELATIONS & DEVELOPMENT: DIRECTOR OF ALUMNI SERVICES		3	63,300	2	78,696
RANK	SALARY	AVERAGE ALL	71,193	3	75,433
1	(50,393)	RESEARCH OFFICERS: DIRECTOR OF RESEARCH (CONTRACTS AND GRANTS)		4	69,950
2	(47,880)	RANK	SALARY	5	65,000
3	(47,318)	1	77,700	6	63,164
4	45,900	2	69,000	7	62,700
5	43,279	3	63,800	8	50,320
6	43,000	4	58,697	AVERAGE ALL	66,555
7	38,349				
8	35,766				
9	33,200				
10	32,754				
11	32,445				

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TABLE II (Continued)
—DALLAS REGION—

DEANS (DIRECTORS): ARCHITECTURE/ENVIRONMENTAL DESIGN		RANK	SALARY	RANK	SALARY
1	66,000	14	63,350	7	62,750
2	65,520	15	59,960	8	62,700
3	64,800	16	58,383	9	62,000
4	64,800	17	58,000	10	59,662
5	64,656	18	57,809	11	59,500
6	63,000	19	57,600	12	59,426
7	62,920	20	55,476	13	58,491
8	57,771	21	54,000	14	58,383
9	48,200	22	51,803	15	58,000
AVERAGE ALL		23	51,500	16	57,809
AVERAGE ALL		24	49,200	17	53,000
AVERAGE ALL		AVERAGE ALL		18	52,772
AVERAGE ALL		AVERAGE ALL		19	51,500
AVERAGE ALL		AVERAGE ALL		20	50,400
AVERAGE ALL		AVERAGE ALL		21	44,933
AVERAGE ALL		AVERAGE ALL		22	42,200
DEANS (DIRECTORS): ARTS AND SCIENCES		DEANS (DIRECTORS): CONTINUING EDUCATION (EXTENSION)		AVERAGE ALL	
1	68,406	1	64,680	AVERAGE ALL	
2	68,004	2	63,920	60,613	
3	68,000	3	63,031	DEANS (DIRECTORS): ENGINEERING	
4	66,930	4	61,000	RANK	
5	65,800	5	57,809	SALARY	
6	65,000	6	52,024	1	119,800
7	63,500	7	48,960	2	100,000
8	60,023	8	46,350	3	94,000
9	58,383	9	41,640	4	92,700
10	58,008	10	35,020	5	81,000
11	57,809	AVERAGE ALL		6	76,200
12	57,600	AVERAGE ALL		7	75,026
13	54,000	AVERAGE ALL		8	70,776
14	49,300	AVERAGE ALL		9	70,000
15	42,111	AVERAGE ALL		10	62,600
AVERAGE ALL		DEANS (DIRECTORS): EARTH SCIENCES/ NATURAL RESOURCES		11	61,550
DEANS (DIRECTORS): BUSINESS/INDUSTRIAL MANAGEMENT		12	61,200	12	60,181
AVERAGE ALL		13	59,181	14	57,600
AVERAGE ALL		14	55,320	15	55,320
RANK		RANK		AVERAGE ALL	
1		1		75,865	
2		2		DEANS (DIRECTORS): FINE ARTS	
3		3		RANK	
AVERAGE ALL		AVERAGE ALL		SALARY	
RANK		RANK		1	63,500
1		1		2	60,000
2		2		3	59,000
3		3		4	58,383
4		4		5	58,150
5		5		6	56,125
6		6		7	45,000
7		RANK		AVERAGE ALL	
8		1		60,623	
9		2		DEANS (DIRECTORS): EDUCATION	
10		3		RANK	
11		4		SALARY	
12		5		1	63,500
13		6		2	60,000

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TABLE II (Continued)
—DALLAS REGION—

DEANS (DIRECTORS):
GRADUATE

RANK	SALARY
1	77,700
2	74,160
3	71,200
4	70,000
5	65,700
6	62,920
7	62,100
8	61,627
9	59,969
10	57,809
11	57,200
12	56,400
13	56,236
14	54,707
15	54,197
16	51,000
17	50,664
18	47,267
19	46,203
20	42,111
AVERAGE ALL 58,959	

DEANS (DIRECTORS):
LAW

RANK	SALARY
1	114,500
2	102,000
3	90,000
4	75,000
5	73,725
6	65,920
7	65,500
AVERAGE ALL 83,806	

DEANS (DIRECTORS):
MUSIC

RANK	SALARY
1	69,650
2	57,925
3	52,500
4	34,274
AVERAGE ALL 52,837	

DEANS (DIRECTORS):
NURSING

RANK	SALARY
1	69,640
2	65,700
3	51,550
4	50,692
5	48,550
6	34,000
AVERAGE ALL 53,356	

DEANS (DIRECTORS):
LIBERAL ARTS

RANK	SALARY
1	59,000
2	83,740
3	72,000
4	58,383
5	57,000
6	52,185
AVERAGE ALL 70,385	

DEANS (DIRECTORS):
PHARMACY

RANK	SALARY
1	95,000
2	77,000
3	76,220
4	57,100
5	57,084
6	51,660
AVERAGE ALL 69,011	

DEANS (DIRECTORS):
MEDICINE

RANK	SALARY
1	(83,500)
2	(76,200)
3	51,100
AVERAGE ALL 70,267	

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TABLE II (Continued)
—DALLAS REGION—

DEANS (DIRECTORS):
SCIENCE/TECHNOLOGY

RANK	SALARY
1	95,000
2	88,140
3	79,500
4	74,000
5	69,300
6	66,000
7	63,200
8	54,680
9	52,185
10	51,500

AVERAGE ALL 69,352

DEANS (DIRECTORS):
UNIVERSITY COLLEGE/
GENERAL COLLEGE

RANK	SALARY
1	84,000
2	61,000
3	56,936
4	55,000
5	44,350
6	40,190
7	33,442

AVERAGE ALL 53,360

DEANS (DIRECTORS):
VETERINARY MEDICINE

DEANS (DIRECTORS):
SOCIAL WORK

RANK	SALARY
1	79,500
2	71,400
3	63,000
4	55,200

AVERAGE ALL 67,275

RANK	SALARY
1	80,460
2	75,500
3	73,200

AVERAGE ALL 76,387

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TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED FIFTY-SIX UNIVERSITIES IN FORTY-NINE STATES
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS

-DENVER REGION-

The Denver Region as defined by the Equal Employment Opportunity Commission includes the states of Colorado, Montana, North Dakota, South Dakota, Utah, and Wyoming. The fifteen participating universities from this region are as follows:

Colorado School of Mines
Colorado State University
Montana State University
North Dakota State University
South Dakota School of Mines and Technology
South Dakota State University
University of Colorado at Boulder
University of Colorado at Denver
University of Montana
University of North Dakota
University of Northern Colorado
University of South Dakota
University of Utah
University of Wyoming
Utah State University

TABLE II (Continued)
—DENVER REGION—

PRESIDENT OF A SINGLE UNIT
INSTITUTION

RANK	SALARY	RANK	SALARY
1	101,000	9	47,800
2	99,567	10	47,000
3	90,000	11	47,000
4	89,804	12	44,153
5	85,800	13	36,662
6	63,000		
7	79,212	AVERAGE ALL	51,338
8	78,750		
9	75,144		
10	75,135		
11	70,700		
12	70,700		
13	68,000		
14	64,512		
15	62,400		
AVERAGE ALL	79,582		

ACADEMIC OFFICERS:

ACADEMIC VICE PRESIDENT/
VICE CHANCELLOR

RANK

SALARY

1	65,300
2	83,330
3	80,300
4	74,544
5	70,550
6	68,500
7	68,500
8	67,700
9	67,000
10	62,040
11	61,509
12	54,000
13	52,402
14	50,000

AVERAGE ALL 67,548

ACADEMIC OFFICERS:
DIRECTOR OF LIBRARIES

RANK

SALARY

1	66,000
2	60,000
3	59,400
4	54,500
5	53,527
6	53,000
7	50,055
8	48,300

BUSINESS OR FISCAL OFFICERS:
VICE PRESIDENT FOR
BUSINESS

RANK	SALARY
1	71,928
2	66,400
3	66,000
4	65,000
5	65,000
6	62,555
7	62,500
8	61,000
9	60,200
10	51,250
11	46,643

AVERAGE ALL 61,686

BUSINESS OR FISCAL OFFICERS:
CONTROLLER

RANK	SALARY
1	47,800
2	36,348
3	34,000
4	34,000
5	33,000
6	30,556
7	30,400
8	28,024
9	27,800
10	21,252

AVERAGE ALL 32,318

RANK	SALARY
1	56,350
2	54,075
3	52,053
4	49,700
5	48,700
6	48,312
7	48,272
8	45,555
9	40,690
10	37,248
11	35,991
12	35,931

AVERAGE ALL 46,023

ACADEMIC OFFICERS:
DIRECTOR OF COMPUTING
SERVICES

RANK	SALARY
1	69,000
2	64,100
3	60,000
4	58,891
5	50,674
6	50,666
7	48,500
8	47,400
9	44,164
10	43,440
11	42,930
12	42,564
13	41,412
14	35,625

AVERAGE ALL 49,953

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1985-86

TABLE II (Continued)
—DENVER REGION—

BUSINESS OR FISCAL OFFICERS:
BUSINESS MANAGER

RANK	SALARY
1	52,500
2	34,400
3	33,500
4	24,499
AVERAGE ALL	36,225

BUSINESS OR FISCAL OFFICERS:
INTERNAL AUDITOR

RANK	SALARY
1	42,200
2	39,500
3	36,000
4	34,968
5	29,500
6	27,102
7	25,800
8	19,100
AVERAGE ALL	31,771

BUSINESS OR FISCAL OFFICERS:
BUDGET OFFICER

RANK	SALARY
1	60,912
2	60,750
3	53,400
4	52,400
5	51,000
6	47,902
7	44,527
8	44,400
9	41,000
10	40,000
11	36,845
12	17,855
AVERAGE ALL	45,916

BUSINESS OR FISCAL OFFICERS:
DIRECTOR OF PERSONNEL

RANK	SALARY
1	51,000
2	49,250

RANK

SALARY

3	48,500
4	47,902
5	47,300
6	44,064
7	43,200
8	36,845
9	35,120
10	33,700
11	33,200
12	31,997
13	26,600
14	26,047

STUDENT AFFAIRS OFFICERS:
DEAN OF INTERNATIONAL STUDENTS

RANK	SALARY
1	40,656
2	33,000
3	30,800
AVERAGE ALL	34,816

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF ADMISSIONS

RANK	SALARY
1	49,300
2	44,400
3	42,500
4	42,225
5	40,800
6	36,900
7	36,856
8	37,026
9	35,900
10	35,627
11	35,000
12	34,130
13	31,360
14	28,242
15	27,313

AVERAGE ALL 37,506

STUDENT AFFAIRS OFFICERS:
VICE PRESIDENT FOR STUDENT AFFAIRS(SERVICES)

RANK	SALARY
1	70,070
2	49,700
3	59,250
4	58,224
5	57,000
6	56,000
7	54,750
8	50,154

AVERAGE ALL 56,306

STUDENT AFFAIRS OFFICERS:
DEAN OF STUDENT AFFAIRS

RANK	SALARY
1	55,000
2	51,000
3	45,650
4	41,316
5	37,500
6	36,500
7	36,375
8	35,000

AVERAGE ALL 42,294

BUSINESS OR FISCAL OFFICERS:
DIRECTOR OF PERSONNEL

UNIVERSITY OF ARKANSAS
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TABLE II (Continued)
—DENVER REGION—

STUDENT AFFAIRS OFFICERS:
REGISTRAR

RANK	SALARY
1	47,450
2	45,736
3	43,800
4	43,556
5	41,484
6	41,300
7	40,000
8	39,300
9	39,135
10	37,657
11	35,867
12	35,650
13	30,000
14	(28,242)
15	24,000

AVERAGE ALL 38,212

RANK	SALARY
9	36,348
10	34,000

RANK	SALARY
11	32,248
12	32,000
13	30,000
14	29,992
15	17,706

AVERAGE ALL 37,927

ADMINISTRATIVE OPERATIONS
OFFICERS: ASSISTANT
TO THE PRESIDENT

RANK	SALARY
1	75,000
2	56,000
3	49,391
4	47,500
5	41,543
6	39,650
7	35,700
8	31,531
9	31,200
10	20,500

AVERAGE ALL 42,802

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF STUDENT
HEALTH CENTER

RANK	SALARY
1	82,536
2	74,891
3	66,800
4	59,784
5	59,281
6	56,500

RANK	SALARY
7	53,080
8	49,610
9	42,570
10	34,723
11	28,238

ADMINISTRATIVE OPERATIONS
OFFICERS: DIRECTOR OF
FACILITIES PLANNING

RANK	SALARY
1	60,100
2	56,000
3	53,112
4	41,663
5	31,570

AVERAGE ALL 48,619

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF FINANCIAL
AID

RANK	SALARY
1	44,300
2	44,025
3	40,515
4	38,880
5	28,316
6	36,375
7	36,000
8	35,320
9	34,000
10	32,000
11	31,055
12	30,958
13	26,739
14	20,000

AVERAGE ALL 34,892

ADMINISTRATIVE OPERATIONS
OFFICERS: ADMINISTRATIVE
VICE PRESIDENT

RANK	SALARY
1	78,650
2	73,500
3	59,000
4	51,460
5	50,000

AVERAGE ALL 62,522

ADMINISTRATIVE OPERATIONS
OFFICERS: DIRECTOR OF
PHYSICAL PLANT

RANK	SALARY
6	44,680
7	44,200
8	44,175
9	41,786
10	36,266

AVERAGE ALL 45,039

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF HOUSING

RANK	SALARY
1	56,850
2	48,100
3	44,420
4	44,420
5	42,517
6	40,993
7	39,500
8	36,816

AVERAGE ALL 48,207

LEGAL COUNSEL

RANK	SALARY
1	60,012
2	47,600
3	45,434
4	39,781

AVERAGE ALL 45,039

UNIVERSITY OF ARKANSAS
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RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1985-86

TABLE II (Continued)
—DENVER REGION—

ADMINISTRATIVE OPERATIONS
OFFICERS: DIRECTOR OF
PUBLIC SAFETY

RANK	SALARY
1	51,868
2	49,300
3	39,648
4	31,408
5	27,500
6	24,056
7	23,526
AVERAGE ALL	35,332

PUBLIC RELATIONS & DEVELOPMENT:
DIRECTOR OF ALUMNI SERVICES

RANK	SALARY
1	50,723
2	50,350
3	45,100
4	38,060
5	34,524
6	32,000
7	31,984
8	31,516
9	29,596

AVERAGE ALL 38,206

RESEARCH OFFICERS:
DIRECTOR OF RESEARCH
(CONTRACTS AND GRANTS)

RANK	SALARY
1	54,477
2	49,300
3	48,900
4	48,500
5	48,300
6	46,875
7	44,050
8	32,300

AVERAGE ALL 46,582

PUBLIC RELATIONS & DEVELOPMENT:
DIRECTOR OF PUBLIC RELATIONS
AND/OR INFORMATION

RANK	SALARY
1	50,668
2	47,000
3	45,500
4	42,500
5	42,276
6	36,000
7	31,500
8	(28,329)
9	27,000
10	23,400

AVERAGE ALL 37,717

PUBLIC RELATIONS & DEVELOPMENT:
DIRECTOR OF AGRICULTURAL
EXTENSION

RANK	SALARY
1	70,900
2	63,700
3	63,000
4	58,716
5	49,400

AVERAGE ALL 61,143

RESEARCH OFFICERS:
DIRECTOR OF INSTITUTIONAL
RESEARCH

RANK	SALARY
1	50,000
2	49,300
3	48,100
4	37,860
5	36,725
6	31,568
7	28,657
8	21,100

AVERAGE ALL 37,914

PUBLIC RELATIONS & DEVELOPMENT:
VICE PRESIDENT FOR
UNIVERSITY RELATIONS

RANK	SALARY
1	80,025
2	64,400
3	58,500
4	52,171

AVERAGE ALL 63,774

RESEARCH OFFICERS:
VICE PRESIDENT FOR RESEARCH
(CONTRACTS AND GRANTS)

RANK	SALARY
1	80,700
2	72,130
3	66,600
4	60,400
5	50,182
6	44,676

AVERAGE ALL 62,448

DEANS (DIRECTORS):
AGRICULTURE

RANK	SALARY
1	70,700
2	68,400
3	67,416
4	64,000
5	59,380
6	53,400

AVERAGE ALL 63,883

PUBLIC RELATIONS & DEVELOPMENT:
DIRECTOR OF DEVELOPMENT

RANK	SALARY
1	64,020
2	59,000
3	55,300
4	49,500
5	45,250
6	33,648

AVERAGE ALL 51,120

RESEARCH OFFICERS:
VICE PRESIDENT FOR RESEARCH
AND GRADUATE DEAN

RANK	SALARY
1	74,544
2	70,000
3	56,000

AVERAGE ALL 67,515

UNIVERSITY OF ARKANSAS
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RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1985-86

TABLE II (Continued)
—DENVER REGION—

DEANS (DIRECTORS):
ARCHITECTURE/ENVIRONMENTAL
DESIGN

RANK	SALARY
1	67,600
2	55,000
3	51,100
4	49,265

AVERAGE ALL 55,742

RANK	SALARY
5	47,400
6	45,000
7	44,554
8	42,123
9	41,943
10	36,975
11	35,572

AVERAGE ALL 47,810

DEANS (DIRECTORS):
FINE ARTS

RANK	SALARY
1	63,927
2	51,600
3	48,742
4	45,500

AVERAGE ALL 52,442

DEANS (DIRECTORS):
ARTS AND SCIENCES

RANK	SALARY
1	50,000
2	48,700
3	46,000
4	46,584
5	46,200
6	45,091
7	42,526
8	40,155
9	43,690

AVERAGE ALL 48,105

DEANS (DIRECTORS):
EDUCATION

RANK	SALARY
1	74,618
2	68,700
3	65,000
4	62,652
5	62,000
6	57,498
7	55,000
8	54,000
9	52,320
10	51,500
11	50,985
12	44,802

AVERAGE ALL 58,256

DEANS (DIRECTORS):
GRADUATE

RANK	SALARY
1	76,000
2	64,500
3	64,530
4	63,500
5	59,004
6	57,624
7	56,000
8	53,371
9	52,410
10	49,300
11	48,300
12	46,954

AVERAGE ALL 57,639

DEANS (DIRECTORS):
BUSINESS/INDUSTRIAL
MANAGEMENT

RANK	SALARY
1	77,494
2	72,000
3	68,700
4	67,400
5	64,600
6	63,400
7	57,414
8	57,160
9	54,000
10	52,480

AVERAGE ALL 63,466

DEANS (DIRECTORS):
ENGINEERING

RANK	SALARY
1	60,000
2	55,500
3	51,333
4	71,004
5	67,200
6	63,300
7	62,400
8	60,066
9	59,440
10	58,663
11	52,402

DEANS (DIRECTORS):
HOME ECONOMICS

RANK	SALARY
1	63,100
2	56,000
3	55,000
4	41,640

AVERAGE ALL 53,935

DEANS (DIRECTORS):
CONTINUING EDUCATION
(EXTENSION)

RANK	SALARY
1	80,800
2	53,124
3	50,000
4	48,422

AVERAGE ALL 68,273

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TABLE II (Continued)
—DENVER REGION—

DEANS (DIRECTORS):
HUMANITIES

RANK	SALARY
1	72,000
2	64,900
3	57,200
4	56,000
AVERAGE ALL	62,525

DEANS (DIRECTORS):
MUSIC

RANK	SALARY
1	72,300
2	55,000
3	40,660
AVERAGE ALL	55,587

DEANS (DIRECTORS):
LAW

RANK	SALARY
1	111,733
2	85,700
3	71,004
4	70,612
5	61,000
6	57,411
AVERAGE ALL	76,243

DEANS (DIRECTORS):
NURSING

RANK	SALARY
1	69,725
2	64,536
3	56,340
4	(55,491)
5	53,500
AVERAGE ALL	59,918

DEANS (DIRECTORS):
MEDICINE

RANK	SALARY
1	107,568
2	95,135
3	85,360
AVERAGE ALL	96,021

DEANS (DIRECTORS):
PHARMACY

RANK	SALARY
1	81,000
2	62,000
3	59,400
4	51,095
5	43,927
AVERAGE ALL	59,484

UNIVERSITY OF ARKANSAS
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RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1985-86

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED FIFTY-SIX UNIVERSITIES IN FORTY-NINE STATES
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
-KANSAS CITY REGION-

The Kansas City Region as defined by the Equal Employment Opportunity Commission includes the states of Iowa, Kansas, Missouri, and Nebraska. The thirteen participating universities from this region are as follows:

Central Missouri State University
Iowa State University of Science and Technology
Kansas State University
University of Iowa
University of Kansas
University of Missouri - Columbia
University of Missouri - Kansas City
University of Missouri - Rolla
University of Missouri - St. Louis
University of Nebraska - Lincoln
University of Nebraska at Omaha
University of Northern Iowa
Wichita State University

TABLE II (Continued)
—KANSAS CITY REGION—

PRESIDENT OF A SINGLE UNIT INSTITUTION		ACADEMIC OFFICERS: DIRECTOR OF AFFIRMATIVE ACTION PROGRAM		BUSINESS OR FISCAL OFFICERS: CONTROLLER	
RANK	SALARY	RANK	SALARY	RANK	SALARY
1	100,000	1	56,568	1	56,850
2	100,000	2	43,750	2	54,000
3	92,000	3	43,706	3	52,530
4	86,525	4	41,000	4	51,820
5	82,200	5	39,400	5	50,000
6	81,500	6	39,303	6	49,000
7	81,000	7	38,500	7	46,072
8	80,000	8	36,000	8	39,600
9	78,000	9	31,600	9	38,900
10	77,000	10	30,289	10	38,800
11	73,600				
12	65,000				
AVERAGE ALL		AVERAGE ALL	40,000	AVERAGE ALL	47,955
AVERAGE ALL		83,019			

ACADEMIC OFFICERS:		ACADEMIC OFFICERS:		BUSINESS OR FISCAL OFFICERS:	
ACADEMIC VICE PRESIDENT/ VICE CHANCELLOR		DIRECTOR OF COMPUTING SERVICES		BUSINESS MANAGER	
RANK	SALARY	RANK	SALARY	RANK	SALARY
1	67,200	1	63,516	1	60,000
2	66,700	2	51,700	2	52,000
3	78,200	3	61,000	3	41,100
4	74,700	4	61,000	4	29,744
5	74,200	5	55,000		
6	73,800	6	55,000		
7	70,350	7	53,000		
8	65,800	8	49,000		
9	65,750	9	43,100		
10	61,987	10	42,400		
11	57,000	11	41,350		
		12	38,950		
		13	37,344		
AVERAGE ALL 72,335		AVERAGE ALL 50,861		AVERAGE ALL 45,711	
BUSINESS OR FISCAL OFFICERS: INTERNAL AUDITOR					

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RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1985-86

TABLE II (Continued)
—KANSAS CITY REGION—

BUSINESS OR FISCAL OFFICERS:
BUDGET OFFICER

RANK	SALARY
1	49,368
2	49,150
3	49,000
4	43,020
5	39,300
6	38,500
7	36,283
8	33,900
9	33,540
10	33,400

AVERAGE ALL 40,546

STUDENT AFFAIRS OFFICERS:
DEAN OF STUDENT AFFAIRS

RANK	SALARY
1	59,700
2	50,000
3	46,800
4	46,700
5	46,500
6	46,321

AVERAGE ALL 50,337

RANK	SALARY
6	42,942
7	(41,650)
8	41,483
9	41,150
10	38,868
11	38,232
12	36,200
13	32,300

AVERAGE ALL 42,482.

BUSINESS OR FISCAL OFFICERS:
DIRECTOR OF PERSONNEL

RANK	SALARY
1	51,610
2	48,400
3	44,035
4	43,752
5	43,550
6	41,700
7	39,337
8	36,300
9	36,000
10	36,000
11	34,345

AVERAGE ALL 41,366

STUDENT AFFAIRS OFFICERS:
DEAN OF INTERNATIONAL
STUDENTS

RANK	SALARY
1	42,525
2	40,900
3	37,100
4	28,196

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF ADMISSIONS

RANK	SALARY
1	54,233
2	(52,780)
3	44,500
4	42,024
5	(41,650)
6	41,365
7	38,550
8	38,000

AVERAGE ALL 41,333

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF FINANCIAL
AID

RANK	SALARY
1	50,100
2	44,900
3	41,300
4	41,244
5	40,075
6	39,556
7	37,589
8	35,875
9	34,800
10	33,650
11	33,200
12	31,880
13	26,724

AVERAGE ALL 37,761.

STUDENT AFFAIRS OFFICERS:
VICE PRESIDENT FOR STUDENT
AFFAIRS(SERVICES)

RANK	SALARY
1	80,000
2	72,250
3	70,008
4	67,530
5	66,200
6	64,500
7	61,200
8	61,100
9	58,950
10	56,600
11	54,124
12	50,900

AVERAGE ALL 63,614

STUDENT AFFAIRS OFFICERS:
REGISTRAR

RANK	SALARY
1	(52,780)
2	48,430
3	47,000
4	46,135
5	45,100

AVERAGE ALL 45,038

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF HOUSING

RANK	SALARY
1	60,180
2	53,300
3	46,000
4	45,732
5	45,475
6	43,000
7	42,900
8	42,093
9	39,700
10	31,800

AVERAGE ALL 45,038

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TABLE II (Continued)
—KANSAS CITY REGION—

STUDENT AFFAIRS OFFICERS: DIRECTOR OF STUDENT HEALTH CENTER		RANK	SALARY	PUBLIC RELATIONS & DEVELOPMENT: DIRECTOR OF UNIVERSITY RELATIONS	
		5	50,880		
		6	50,880		
		7	49,500		
RANK	SALARY	8	48,750	RANK	SALARY
1	83,790	9	45,760	1	56,200
2	51,400	10	42,000	2	54,744
3	74,664	11	42,000	3	53,500
4	73,692	12	41,705	4	51,300
5	68,544			5	47,400
6	58,369				
7	49,700				
8	29,000				
9	22,407				
AVERAGE ALL 60,152			AVERAGE ALL 50,018	AVERAGE ALL 52,629	
ADMINISTRATIVE OPERATIONS OFFICERS: ASSISTANT TO THE PRESIDENT		ADMINISTRATIVE OPERATIONS OFFICERS: DIRECTOR OF PUBLIC SAFETY		PUBLIC RELATIONS & DEVELOPMENT: VICE PRESIDENT FOR DEVELOPMENT	
		RANK	SALARY	RANK	SALARY
		1	41,500	1	75,400
		2	40,710	2	70,000
		3	36,163	3	55,000
		4	31,647		
		5	30,660		
		6	28,656		
		7	25,300		
			AVERAGE ALL 33,522	AVERAGE ALL 66,827	
ADMINISTRATIVE OPERATIONS OFFICERS: DIRECTOR OF FACILITIES PLANNING		PUBLIC RELATIONS & DEVELOPMENT: DIRECTOR OF PUBLIC RELATIONS AND/OR INFORMATION		PUBLIC RELATIONS & DEVELOPMENT: DIRECTOR OF DEVELOPMENT	
		RANK	SALARY	RANK	SALARY
		1	60,250	1	74,800
		2	56,100	2	56,350
		3	46,950	3	51,000
		4	44,387		
		5	41,000		
		6	40,000		
		7	39,448		
		8	22,500		
			AVERAGE ALL 43,829	AVERAGE ALL 47,998	
AVERAGE ALL 47,608		PUBLIC RELATIONS & DEVELOPMENT: DIRECTOR OF ALUMNI SERVICES		PUBLIC RELATIONS & DEVELOPMENT: DIRECTOR OF ALUMNI SERVICES	
ADMINISTRATIVE OPERATIONS OFFICERS: DIRECTOR OF PHYSICAL PLANT		RANK	SALARY	RANK	SALARY
		1	56,000	1	56,496
		2	54,500	2	50,336
		3	52,750	3	49,500
		4	39,000	4	44,000
				5	28,500
				6	27,950
				7	27,500
				8	27,500
AVERAGE ALL 51,063					
AVERAGE ALL 38,973					

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1985-86

TABLE II (Continued)
—KANSAS CITY REGION—

RESEARCH OFFICERS:
VICE PRESIDENT FOR RESEARCH
AND GRADUATE DEAN

RANK	SALARY
1	84,000
2	82,110
3	68,500
AVERAGE ALL	78,203

DEANS (DIRECTORS):
ARCHITECTURE/ENVIRONMENTAL
DESIGN

RANK	SALARY
1	70,116
2	68,000
3	62,000
4	61,200
AVERAGE ALL	65,329

DEANS (DIRECTORS):
CONTINUING EDUCATION
(EXTENSION)

RANK	SALARY
1	75,500
2	72,000
3	69,360
4	57,260
5	56,800
6	56,244
7	55,100
8	54,745
9	50,444
10	50,400
11	48,567
12	48,150
13	46,110
AVERAGE ALL	56,975

RESEARCH OFFICERS:
DIRECTOR OF RESEARCH
(CONTRACTS AND GRANTS)

RANK	SALARY
1	53,000
2	51,030
3	44,580
4	35,976
5	33,310
6	27,021
7	25,200
AVERAGE ALL	38,589

DEANS (DIRECTORS):
ARTS AND SCIENCES

RANK	SALARY
1	81,900
2	78,750
3	75,200
4	73,650
5	72,600
6	70,320
7	64,700
8	62,500
9	61,800
10	61,190
11	48,567
AVERAGE ALL	68,289

DEANS (DIRECTORS):
EDUCATION

RANK	SALARY
1	73,500
2	72,000
3	69,048
4	67,650
5	64,000
6	63,105
7	62,430
8	62,000
9	60,500
10	54,223
11	48,567
AVERAGE ALL	63,367

RESEARCH OFFICERS:
DIRECTOR OF INSTITUTIONAL
RESEARCH

RANK	SALARY
1	65,616
2	56,825
3	51,475
4	48,600
5	41,500
6	39,220
7	32,801
8	24,650
AVERAGE ALL	43,086

DEANS (DIRECTORS):
BUSINESS/INDUSTRIAL
MANAGEMENT

RANK	SALARY
1	87,000
2	78,725
3	72,000
4	70,400
5	69,648
6	69,010
7	66,147
8	55,340
9	63,350
10	63,200
11	61,180
AVERAGE ALL	69,041

DEANS (DIRECTORS):
ENGINEERING

RANK	SALARY
1	86,000
2	80,580
3	77,000
4	71,304
5	68,200
6	67,000
AVERAGE ALL	73,014

DEANS (DIRECTORS):
AGRICULTURE

RANK	SALARY
1	82,000
2	78,750
3	75,200
4	68,500
AVERAGE ALL	75,185

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RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
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TABLE II (Continued)
—KANSAS CITY REGION—

DEANS (DIRECTORS):
FINE ARTS

RANK	SALARY
1	64,050
2	61,000
3	55,550
AVERAGE ALL	60,200

DEANS (DIRECTORS):
LAW

RANK	SALARY
1	90,350
2	84,250
3	81,620
4	81,500
5	78,550
AVERAGE ALL	83,254

DEANS (DIRECTORS):
VETERINARY MEDICINE

RANK	SALARY
1	75,456
2	74,750
3	73,750
AVERAGE ALL	74,652

DEANS (DIRECTORS):
GRADUATE

RANK	SALARY
1	68,400
2	65,832
3	63,877
4	63,840
5	59,900
6	59,675
7	57,800
8	51,250
9	48,067
AVERAGE ALL	59,851

DEANS (DIRECTORS):
MEDICINE

RANK	SALARY
1	170,000
2	90,000
3	78,189
AVERAGE ALL	112,730

DEANS (DIRECTORS):
HOME ECONOMICS

RANK	SALARY
1	76,900
2	65,900
3	62,000
4	60,700
AVERAGE ALL	65,752

DEANS (DIRECTORS):
NURSING

RANK	SALARY
1	74,000
2	65,960
3	54,422
4	53,025
AVERAGE ALL	61,752

DEANS (DIRECTORS):
JOURNALISM/
COMMUNICATIONS

RANK	SALARY
1	73,700
2	66,900
3	66,000
AVERAGE ALL	68,867

DEANS (DIRECTORS):
PHARMACY

RANK	SALARY
1	74,000
2	68,500
3	55,068
AVERAGE ALL	65,856

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RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1985-86

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED FIFTY-SIX UNIVERSITIES IN FORTY-NINE STATES
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
-NEW YORK AND BOSTON REGIONS-

For the purposes of this survey, these regions have been combined into one. The New York and Boston Regions as defined by the Equal Employment Opportunity Commission include the states of Connecticut, Maine, Massachusetts, New Hampshire, New Jersey, New York, Rhode Island, and Vermont. Puerto Rico and the Virgin Islands are also included in these regions but they are not included in this survey. The sixteen participating universities from these combined regions are as follows:

City University of New York
Graduate School and University Center
CUNY - Herbert H. Lehman College
New Jersey Institute of Technology
Rutgers, The State University - Newark
Rutgers, The State University - New Brunswick
State University of New York - Albany
State University of New York - Binghamton
State University of New York - Buffalo
State University of New York - Stony Brook
University of Connecticut
University of Lowell
University of Maine at Orono
University of Massachusetts
University of New Hampshire
University of Rhode Island
University of Vermont

TABLE II (Continued)
—NEW YORK AND BOSTON REGION—

PRESIDENT OF A SINGLE UNIT INSTITUTION		ACADEMIC OFFICERS: DIRECTOR OF LIBRARIES		RANK	SALARY
1	95,000	1	76,570	9	56,240
2	95,000	2	66,747	10	55,150
3	93,279	3	68,000	11	54,000
4	83,000	4	(63,000)	12	52,600
5	62,824	5	63,738	13	50,100
6	60,000	6	62,944	14	48,500
7	79,060	7	61,662	AVERAGE ALL 58,724	
8	79,060	8	59,827	BUSINESS OR FISCAL OFFICERS:	
9	79,060	9	56,000	VICE PRESIDENT FOR	
10	79,060	10	54,720	BUSINESS	
11	78,043	11	53,615		
12	75,500	12	53,404		
13	74,500	13	48,041		
14	74,200	14	46,500	RANK	SALARY
		15	39,000	1	88,000
AVERAGE ALL 61,970		AVERAGE ALL 58,531		2	79,645
				3	75,608
				4	75,608
				5	75,592
				6	74,107
				7	72,000
ACADEMIC OFFICERS:		ACADEMIC OFFICERS:		8	68,503
ACADEMIC VICE PRESIDENT/		DIRECTOR OF AFFIRMATIVE		9	68,000
VICE CHANCELLOR		ACTION PROGRAM		10	67,100
RANK	SALARY	RANK	SALARY	11	66,400
1	89,100	1	56,850	12	65,000
2	82,500	2	56,175	13	60,700
3	77,479	3	55,640	AVERAGE ALL 72,221	
4	77,372	4	53,332		
5	75,600	5	(48,992)		
6	(72,100)	6	48,960	BUSINESS OR FISCAL OFFICERS:	
7	72,000	7	48,322	CONTROLLER	
8	70,800	8	48,250		
9	70,500	9	42,692	RANK	SALARY
10	68,000	10	42,064	1	74,540
11	60,542	11	41,524	2	70,144
AVERAGE ALL 74,181		12	38,432	3	67,095
		13	29,306	4	63,816
		14	28,400	5	(59,051)
		AVERAGE ALL 45,611		6	58,806
				7	54,600
				8	52,286
ACADEMIC OFFICERS:		ACADEMIC OFFICERS:		9	52,000
PROVOST		DIRECTOR OF COMPUTING		10	48,500
		SERVICES		11	48,000
RANK	SALARY	RANK	SALARY	AVERAGE ALL 58,986	
1	84,264	1	71,420		
2	77,479	2	68,040		
3	76,061	3	65,000		
4	74,525	4	64,323		
5	68,503	5	(62,011)		
AVERAGE ALL 76,167		6	61,803		
		7	61,235		
		8	56,700		

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RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
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TABLE II (Continued)
—NEW YORK AND BOSTON REGION—

BUSINESS OR FISCAL OFFICERS:
BUSINESS MANAGER

RANK	SALARY
1	67,736
2	59,827
3	52,701
4	48,033
5	45,236
6	44,700
7	39,400
AVERAGE ALL	51,096

BUSINESS OR FISCAL OFFICERS:
DIRECTOR OF PERSONNEL

RANK	SALARY
1	62,138
2	55,158
3	54,967
4	53,813
5	53,575
6	53,481
7	53,000
8	50,500
9	48,300
10	48,033
11	47,232
12	43,175
13	42,500
14	41,974
15	32,089
16	(25,940)
AVERAGE ALL	47,867

STUDENT AFFAIRS OFFICERS:
DEAN OF INTERNATIONAL STUDENTS

RANK	SALARY
1	74,821
2	57,069
3	42,783
AVERAGE ALL	56,231

BUSINESS OR FISCAL OFFICERS:
INTERNAL AUDITOR

RANK	SALARY
1	48,135
2	47,210
3	(46,791)
4	44,643
5	42,371
6	38,210
7	37,200
8	30,800
9	29,581
AVERAGE ALL	40,571

STUDENT AFFAIRS OFFICERS:
VICE PRESIDENT FOR STUDENT AFFAIRS(SERVICES)

RANK	SALARY
1	78,999
2	72,000
3	70,766
4	68,200
5	65,537
6	62,370
7	62,250
8	60,900
9	55,400
10	47,908

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF ADMISSIONS

RANK	SALARY
1	(53,575)
2	53,000
3	52,363
4	52,064
5	51,000
6	50,000
7	49,900
8	49,146
9	48,340
10	47,860
11	45,895
12	45,096
13	43,000
14	41,587
15	30,500
AVERAGE ALL	47,552

BUSINESS OR FISCAL OFFICERS:
BUDGET OFFICER

AVERAGE ALL 64,433

STUDENT AFFAIRS OFFICERS:
REGISTRAR

RANK	SALARY
1	(65,626)
2	61,512
3	54,431
4	53,154
5	53,000
6	52,388
7	51,589
8	46,418
9	44,655
10	2,956
11	41,300
12	40,000
13	30,500
AVERAGE ALL	49,041

STUDENT AFFAIRS OFFICERS:
DEAN OF STUDENT AFFAIRS

RANK	SALARY
1	66,400
2	63,504
3	55,000
4	54,070
5	54,000
6	53,575
7	45,020
8	38,650
9	36,220
AVERAGE ALL	51,827

RANK	SALARY
1	55,158
2	(53,575)
3	(49,455)
4	49,000
5	48,300
6	44,985
7	43,475
8	43,457
9	43,345
10	43,000
11	41,191
12	39,016
13	38,622
14	36,463
15	28,000
AVERAGE ALL	43,802

UNIVERSITY OF ARKANSAS
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RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1985-86

TABLE II (Continued)
—NEW YORK AND BOSTON REGION—

STUDENT AFFAIRS OFFICERS: DIRECTOR OF FINANCIAL AID		ADMINISTRATIVE OPERATIONS OFFICERS: EXECUTIVE VICE PRESIDENT		ADMINISTRATIVE OPERATIONS OFFICERS: DIRECTOR OF FACILITIES PLANNING	
RANK	SALARY	RANK	SALARY	RANK	SALARY
1	59,827	1	92,799	1	63,516
2	(53,575)	2	(83,000)	2	(62,053)
3	47,056	3	71,500	3	55,326
4	46,346	4	67,057	4	50,000
5	45,253			5	44,700
6	43,000	AVERAGE ALL	78,589	6	43,023
7	42,420			7	31,760
8	41,766				
9	40,690			AVERAGE ALL	50,054
10	39,735				
11	39,503				
12	37,878				
13	37,006				
14	36,295				
15	21,361				
AVERAGE ALL	42,070				
STUDENT AFFAIRS OFFICERS: DIRECTOR OF HOUSING		ADMINISTRATIVE OPERATIONS OFFICERS: ADMINISTRATIVE VICE PRESIDENT		ADMINISTRATIVE OPERATIONS OFFICERS: DIRECTOR OF PHYSICAL PLANT	
RANK	SALARY	RANK	SALARY	RANK	SALARY
1	56,283	1	(76,061)	1	(62,053)
2	55,300	2	75,600	2	60,377
3	51,015	3	73,246	3	59,102
4	45,125	4	53,500	4	55,673
5	44,295			5	55,150
6	43,767				54,000
7	43,736				53,827
8	43,287				53,575
9	40,868				49,680
10	37,710				48,825
11	35,465				47,990
12	35,460	AVERAGE ALL	51,679	12	46,246
AVERAGE ALL	44,359			13	41,944
				14	40,000
STUDENT AFFAIRS OFFICERS: DIRECTOR OF STUDENT HEALTH CENTER		ADMINISTRATIVE OPERATIONS OFFICERS: ASSISTANT TO THE PRESIDENT		ADMINISTRATIVE OPERATIONS OFFICERS: DIRECTOR OF PUBLIC SAFETY	
RANK	SALARY	RANK	SALARY	RANK	SALARY
1	82,623	1	59,827	1	(59,051)
2	75,311	2	58,401	2	55,301
3	69,423	3	58,000	3	51,354
4	69,286	4	56,819	4	50,502
5	(66,425)	5	55,061	5	46,000
6	61,180	6	(53,266)	6	44,561
7	57,978	7	52,200	7	44,200
8	53,750	8	50,678	8	44,000
9	42,362	9	48,322	9	43,092
10	36,987	10	47,063	10	35,930
11	34,000	11	43,630	11	35,703
AVERAGE ALL	59,030	12	43,400	12	35,584
		13	43,200	13	30,151
		14	25,440		
		AVERAGE ALL	49,665	AVERAGE ALL	44,564

UNIVERSITY OF ARKANSAS
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RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1985-86

TABLE II (Continued)
—NEW YORK AND BOSTON REGION—

PUBLIC RELATIONS & DEVELOPMENT: DIRECTOR OF PUBLIC RELATIONS AND/OR INFORMATION		PUBLIC RELATIONS & DEVELOPMENT: DIRECTOR OF ALUMNI SERVICES		RESEARCH OFFICERS: DIRECTOR OF RESEARCH (CONTRACTS AND GRANTS)	
RANK	SALARY	RANK	SALARY	RANK	SALARY
1	59,827	1	47,078	1	65,537
2	59,051	2	45,347	2	57,364
3	58,862	3	45,690	3	53,249
4	52,842	4	41,700	4	51,657
5	49,350	5	39,690	5	48,510
6	45,696	6	37,726	6	47,911
7	44,700	7	35,800	7	47,700
8	38,706	8	35,000	8	41,400
9	36,000	9	34,112	9	41,368
10	36,450	10	33,000	10	41,000
11	33,500	11	32,000	11	37,157
AVERAGE ALL		12	22,400	12	35,340
AVERAGE ALL		13	20,000	AVERAGE ALL	
		AVERAGE ALL	36,052		

PUBLIC RELATIONS & DEVELOPMENT: VICE PRESIDENT FOR UNIVERSITY RELATIONS		PUBLIC RELATIONS & DEVELOPMENT: DIRECTOR OF AGRICULTURAL EXTENSION		RESEARCH OFFICERS: DIRECTOR OF INSTITUTIONAL RESEARCH	
RANK	SALARY	RANK	SALARY	RANK	SALARY
1	(76,596)	1	62,011	1	59,000
2	73,781	2	60,337	2	57,557
3	62,346	3	57,245	3	52,543
4	56,200	4	53,300	4	48,592
AVERAGE ALL	67,232	5	52,090	5	45,360
		AVERAGE ALL	56,997	6	45,205
				7	44,946
				8	42,600
				9	42,180
				10	42,000
				11	41,400
				12	36,249
				13	34,451
PUBLIC RELATIONS & DEVELOPMENT: VICE PRESIDENT FOR DEVELOPMENT		RESEARCH OFFICERS: VICE PRESIDENT FOR RESEARCH (CONTRACTS AND GRANTS)		AVERAGE ALL	
RANK	SALARY	RANK	SALARY	AVERAGE ALL	45,545
1	(76,596)	1	70,321		
2	76,201	2	69,675		
3	75,000	3	69,500		
4	43,800	4	68,000		
AVERAGE ALL	67,900	5	65,772		
		6	63,969		
					DEANS (DIRECTORS):
					AGRICULTURE
PUBLIC RELATIONS & DEVELOPMENT: DIRECTOR OF DEVELOPMENT		AVERAGE ALL		RANK	SALARY
RANK	SALARY	AVERAGE ALL	67,873		
1	77,500			1	62,000
2	52,051			2	57,888
3	50,937			3	54,900
4	47,700			4	57,651
5	44,294			5	57,000
6	40,200			6	55,020
AVERAGE ALL	52,114			7	52,649
					AVERAGE ALL
					67,870
PUBLIC RELATIONS & DEVELOPMENT: DIRECTOR OF RESEARCH		AVERAGE ALL			
RANK	SALARY	AVERAGE ALL	66,658		
1	85,663				
2	63,936				
3	50,376				

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RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
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TABLE II (Continued)
—NEW YORK AND BOSTON REGION—

DEANS (DIRECTORS): ARTS AND SCIENCES		DEANS (DIRECTORS): EDUCATION		RANK	SALARY	
1	77,200	1	74,149	4	61,830	
2	75,600	2	71,746	5	61,500	
3	74,242	3	71,008	6	60,215	
4	71,555	4	67,500	7	60,000	
5	69,000	5	66,600	8	56,661	
6	61,525	6	64,334	AVERAGE ALL		61,951
7	60,700	7	58,620			
8	59,125	8	50,631			
9	58,664	AVERAGE ALL				
AVERAGE ALL		65,574				
DEANS (DIRECTORS): BUSINESS/INDUSTRIAL MANAGEMENT		DEANS (DIRECTORS): ENGINEERING		RANK	SALARY	
1	86,325	1	92,171	1	63,800	
2	64,263	2	80,000	2	59,575	
3	79,500	3	79,607	3	58,292	
4	78,216	4	77,600	4	56,710	
5	71,668	5	77,534	5	56,196	
6	66,500	6	74,844			
7	66,210	7	71,600			
8	65,000	8	71,231			
9	62,370	9	71,100			
10	61,610	10	62,000			
11	53,894	11	60,000			
AVERAGE ALL		73,146				
AVERAGE ALL		70,505				
DEANS (DIRECTORS): CONTINUING EDUCATION (EXTENSION)		DEANS (DIRECTORS): FINE ARTS				
1	64,887	1	73,588	RANK	SALARY	
2	62,462	2	71,742	1	62,500	
3	62,045	3	63,000	2	60,540	
4	58,100	4	60,916	3	57,557	
5	53,000	5	50,846	AVERAGE ALL		60,199
6	51,800	DEANS (DIRECTORS): GRADUATE				
7	50,244	1	65,772	RANK	SALARY	
8	48,446	2	64,729	1	132,027	
9	44,190	3	62,900	2	114,000	
10	28,413			3	104,685	
AVERAGE ALL				4	89,064	
				5	77,500	
				AVERAGE ALL		102,655

UNIVERSITY OF ARKANSAS
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RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1985-86

TABLE II (Continued)
—NEW YORK AND BOSTON REGION—

DEANS (DIRECTORS):
NURSING

RANK	SALARY
1	72,182
2	69,466
3	68,162
4	62,280
5	59,400
6	58,972
7	55,650

AVERAGE ALL 63,731

DEANS (DIRECTORS):
SOCIAL AND BEHAVIORAL
SCIENCES

RANK	SALARY
1	75,904
2	75,516
3	75,100
4	71,746
5	46,846

AVERAGE ALL 69,023

DEANS (DIRECTORS):
PHARMACY

RANK	SALARY
1	75,471
2	69,700
3	67,473
4	64,647

AVERAGE ALL 69,323

DEANS (DIRECTORS):
SOCIAL WORK

RANK	SALARY
1	71,668
2	70,550
3	69,046
4	68,199
5	66,000

AVERAGE ALL 69,493

DEANS (DIRECTORS):
SCIENCE/TECHNOLOGY

RANK	SALARY
1	76,723
2	71,748
3	57,557
4	53,000

AVERAGE ALL 64,757

DEANS (DIRECTORS):
UNIVERSITY COLLEGE/
GENERAL COLLEGE

RANK	SALARY
1	63,201
2	56,700
3	51,678
4	51,374

AVERAGE ALL 55,738

UNIVERSITY OF ARKANSAS
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RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1985-86

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED FIFTY-SIX UNIVERSITIES IN FORTY-NINE STATES
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
-PHILADELPHIA REGION-

The Philadelphia Region as defined by the Equal Employment Opportunity Commission includes the states of Delaware, Maryland, Pennsylvania, Virginia, and West Virginia as well as the District of Columbia. For purposes of this survey, the District of Columbia is not included. The thirteen participating universities from this region are as follows:

College of William and Mary
Indiana University of Pennsylvania
Morgan State University
Old Dominion University
Temple University
University of Delaware
University of Maryland-Baltimore
University of Maryland Baltimore County
University of Maryland at College Park
University of Virginia
Virginia Commonwealth University
Virginia Polytechnic Institute and
State University
West Virginia University

TABLE II (Continued)
—PHILADELPHIA REGION—

PRESIDENT OF A SINGLE UNIT
INSTITUTION

ACADEMIC OFFICERS:
DIRECTOR OF LIBRARIES

BUSINESS OR FISCAL OFFICERS:
VICE PRESIDENT FOR
BUSINESS

RANK	SALARY
1	144,000
2	118,800
3	110,000
4	101,000
5	92,400
6	92,000
7	87,500
8	78,215
9	75,495
10	73,295
11	72,252
12	58,500

AVERAGE ALL 91,955

RANK	SALARY
1	69,900
2	66,727
3	65,000
4	63,000
5	55,000
6	55,800
7	55,356
8	53,000
9	49,500
10	48,375
11	43,012
12	38,960

AVERAGE ALL 55,554

RANK	SALARY
1	118,000
2	(90,000)
3	79,000
4	78,000
5	66,500
6	63,552
7	63,000
8	58,700
9	58,200
10	56,978
11	47,783

AVERAGE ALL 71,065

ACADEMIC OFFICERS:
ACADEMIC VICE PRESIDENT/
VICE CHANCELLOR

ACADEMIC OFFICERS:
DIRECTOR OF AFFIRMATIVE
ACTION PROGRAM

BUSINESS OR FISCAL OFFICERS:
CONTROLLER

RANK	SALARY
1	157,000
2	(91,200)
3	86,000
4	(88,000)
5	60,500
6	77,640
7	77,400
8	74,300
9	65,627
10	(51,534)

AVERAGE ALL 83,320

RANK	SALARY
1	47,500
2	45,384
3	42,500
4	41,200
5	39,250
6	37,361
7	37,000
8	36,400
9	34,500
10	31,900
11	29,897
12	27,951

AVERAGE ALL 37,570

RANK	SALARY
1	58,674
2	55,000
3	52,500
4	52,464
5	51,360
6	50,004
7	48,465
8	46,600
9	41,533
10	40,633
11	39,058
12	32,716
13	31,883

AVERAGE ALL 46,268

ACADEMIC OFFICERS:
PROVOST

ACADEMIC OFFICERS:
DIRECTOR OF COMPUTING
SERVICES

BUSINESS OR FISCAL OFFICERS:
TREASURER

RANK	SALARY
1	91,900
2	(91,200)
3	88,000
4	(88,000)
5	75,350
6	73,500
7	(51,534)

AVERAGE ALL 79,926

RANK	SALARY
1	74,000
2	70,000
3	67,500
4	66,000
5	65,112
6	63,607
7	58,000
8	56,000
9	55,500
10	55,000
11	52,300
12	49,500
13	41,232
14	33,135

AVERAGE ALL 57,635

RANK	SALARY
1	44,400
2	35,000
3	28,591

AVERAGE ALL 35,997

UNIVERSITY OF ARKANSAS
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RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1985-86

TABLE II (Continued)
—PHILADELPHIA REGION—

BUSINESS OR FISCAL OFFICERS:
INTERNAL AUDITOR

RANK	SALARY
1	56,000
2	53,600
3	44,643
4	39,058
5	37,044
6	36,614
7	35,730
8	33,069
9	31,254
10	19,730
AVERAGE ALL	38,615

STUDENT AFFAIRS OFFICERS:
VICE PRESIDENT FOR STUDENT
AFFAIRS(SERVICES)

RANK	SALARY
1	70,000
2	65,800
3	67,400
4	62,400
5	62,100
6	62,000
7	60,000
8	58,000
9	53,753
10	53,594
11	52,395
AVERAGE ALL	60,949

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF ADMISSIONS

RANK	SALARY
1	57,768
2	49,000
3	47,000
4	46,000
5	44,700
6	44,380
7	44,100
8	43,012
9	42,932
10	34,086
11	28,246
AVERAGE ALL	43,748

BUSINESS OR FISCAL OFFICERS:
BUDGET OFFICER

RANK	SALARY
1	55,590
2	53,000
3	49,159
4	47,830
5	47,050
6	44,900
7	44,203
8	44,000
9	42,000
10	38,500
11	37,361
AVERAGE ALL	45,790

STUDENT AFFAIRS OFFICERS:
DEAN OF STUDENT AFFAIRS

RANK	SALARY
1	53,400
2	49,500
3	47,250
4	44,820
5	44,000
6	42,755
7	41,500
8	39,045
AVERAGE ALL	45,264

STUDENT AFFAIRS OFFICERS:
REGISTRAR

RANK	SALARY
1	51,000
2	49,113
3	48,500
4	42,932
5	42,200
6	40,768
7	40,500
8	39,000
9	38,517
10	36,200
11	34,633
12	34,086

BUSINESS OR FISCAL OFFICERS:
DIRECTOR OF PERSONNEL

RANK	SALARY
1	75,600
2	61,400
3	59,950
4	55,540
5	55,100
6	51,750
7	43,715
8	41,880
9	37,500
10	37,361
11	33,135
12	29,223
AVERAGE ALL	48,513

RANK	SALARY
1	55,950
2	29,760
3	27,965
4	27,800
5	21,000
AVERAGE ALL	32,496

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF FINANCIAL
AID

RANK	SALARY
1	48,000
2	48,000
3	47,200
4	46,004
5	45,100
6	40,490
7	38,591
8	37,980
9	37,100
10	36,091
11	35,782
12	34,086
13	30,400

AVERAGE ALL 40,371

UNIVERSITY OF ARKANSAS
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RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1985-86

TABLE II (Continued)
—PHILADELPHIA REGION—

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF HOUSING

RANK	SALARY
1	52,500
2	47,000
3	43,966
4	42,200
5	36,486
6	35,000
7	34,637
8	34,256
9	33,426
10	31,254
11	30,350
12	28,591

AVERAGE ALL 37,473

ADMINISTRATIVE OPERATIONS
OFFICERS: VICE PRES FOR
PLANNING AND BUDGETING

RANK	SALARY
1	65,879
2	59,000
3	53,753
AVERAGE ALL	59,544

ADMINISTRATIVE OPERATIONS
OFFICERS:
LEGAL COUNSEL

RANK	SALARY
1	62,500
2	74,200
3	61,000
4	57,300
5	54,936
6	52,000
7	47,300
8	33,984

AVERAGE ALL 57,903

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF STUDENT
HEALTH CENTER

RANK	SALARY
1	76,000
2	78,251
3	76,750
4	70,270
5	65,100
6	63,760
7	63,581
8	54,695
9	47,420
10	39,598
11	35,420

AVERAGE ALL 61,259

ADMINISTRATIVE OPERATIONS
OFFICERS: ADMINISTRATIVE
VICE PRESIDENT

RANK	SALARY
1	86,500
2	65,000
3	60,500
4	79,300
5	78,360
6	66,586
7	51,155

AVERAGE ALL 75,373

ADMINISTRATIVE OPERATIONS
OFFICERS: DIRECTOR OF
FACILITIES PLANNING

RANK	SALARY
1	57,600
2	55,550
3	50,000
4	49,000
5	48,731
6	44,000
7	43,200
8	39,500
9	34,178
10	33,135

AVERAGE ALL 45,084

ADMINISTRATIVE OPERATIONS
OFFICERS: DIRECTOR OF
PHYSICAL PLANT

RANK	SALARY
1	69,810
2	68,402
3	65,965
4	57,000
5	46,600
6	46,500
7	43,200
8	37,402
9	37,361
10	36,817
11	35,730

AVERAGE ALL 49,546

ADMINISTRATIVE OPERATIONS
OFFICERS: DIRECTOR OF
PUBLIC SAFETY

RANK	SALARY
1	61,000
2	53,200
3	49,740
4	43,044
5	42,040
6	40,545
7	34,150
8	32,200
9	31,630
10	31,254
11	30,106
12	27,352

AVERAGE ALL 40,023

UNIVERSITY OF ARKANSAS
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RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1985-86

TABLE II (Continued)
—PHILADELPHIA REGION—

PUBLIC RELATIONS & DEVELOPMENT: PUBLIC RELATIONS & DEVELOPMENT: RESEARCH OFFICERS:
DIRECTOR OF PUBLIC RELATIONS DIRECTOR OF DEVELOPMENT DIRECTOR OF INSTITUTIONAL
AND/OR INFORMATION

RANK	SALARY	RANK	SALARY	RANK	SALARY
1	(61,218)	1	(61,218)	1	66,000
2	51,000	2	50,000	2	49,000
3	45,732	3	46,000	3	48,000
4	44,460	4	51,500	4	47,000
5	37,361	5	(50,600)	5	43,548
6	36,833	6	49,500	6	40,500
7	31,197	7	42,600	7	40,087
		8	42,500	8	35,490
AVERAGE ALL	43,972	9	30,751	AVERAGE ALL	46,203
			AVERAGE ALL	49,852	

PUBLIC RELATIONS & DEVELOPMENT:
VICE PRESIDENT FOR
UNIVERSITY RELATIONS

RANK	SALARY
1	69,120
2	62,200
3	(56,710)

AVERAGE ALL 62,677

PUBLIC RELATIONS & DEVELOPMENT:
DIRECTOR OF ALUMNI SERVICES

RANK	SALARY
1	45,000
2	40,250
3	38,500
4	35,580
5	33,061
6	22,842

PUBLIC RELATIONS & DEVELOPMENT:
DIRECTOR OF UNIVERSITY
RELATIONS

AVERAGE ALL 35,872

DEANS (DIRECTORS):
AGRICULTURE

RANK	SALARY
1	60,000
2	59,541
3	66,400
4	63,400

AVERAGE ALL 70,585

DEANS (DIRECTORS):
ARCHITECTURE/ENVIRONMENTAL
DESIGN

RANK	SALARY
1	62,000
2	72,500
3	69,600

AVERAGE ALL 74,700

DEANS (DIRECTORS):
ARTS AND SCIENCES

RANK	SALARY
1	60,000
2	61,000
3	74,700
4	66,501
5	65,900
6	65,600
7	65,400
8	57,696
9	51,500

AVERAGE ALL 68,700

PUBLIC RELATIONS & DEVELOPMENT:
VICE PRESIDENT FOR
DEVELOPMENT

RANK	SALARY
1	63,500
2	60,000
3	75,900
4	(56,710)

AVERAGE ALL 74,028

AVERAGE ALL 49,175

UNIVERSITY OF ARKANSAS
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RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1985-86

TABLE II (Continued)
—PHILADELPHIA REGION—

DEANS (DIRECTCRS):
BUSINESS/INDUSTRIAL
MANAGEMENT

RANK	SALARY
1	€5,100
2	€0,500
3	77,872
4	72,500
5	71,100
6	71,000
7	71,000
8	65,300
9	58,600
10	53,757
11	48,781

AVERAGE ALL 68,665

DEANS (DIRECTCRS):
EDUCATION

RANK	SALARY
1	€5,800
2	75,500
3	70,000
4	69,500
5	63,000
6	62,300
7	56,311
8	52,115
9	48,781
10	47,500

AVERAGE ALL 63,261

DEANS (DIRECTCRS):
GRADUATE

RANK	SALARY
1	€5,100
2	€0,442
3	78,000
4	67,200
5	65,800
6	62,000
7	56,421
8	55,600

AVERAGE ALL 68,820

DEANS (DIRECTCRS):
CONTINUING EDUCATION
(EXTENSION)

RANK	SALARY
1	64,000
2	61,000
3	59,844
4	59,100
5	45,765
6	37,500

AVERAGE ALL 54,536

DEANS (DIRECTCRS):
ENGINEERING

RANK	SALARY
1	91,000
2	91,000
3	€3,000
4	77,868
5	77,500
6	73,000
7	€7,410
8	56,500

AVERAGE ALL 77,160

DEANS (DIRECTCRS):
HEALTH/PHYS EDUCATION/
RECREATION

RANK	SALARY
1	€8,750
2	€7,000
3	55,691
4	54,500
5	43,012

AVERAGE ALL 57,791

DEANS (DIRECTCRS):
DENTISTRY

RANK	SALARY
1	93,120
2	52,000
3	85,000
4	€0,000

AVERAGE ALL 87,530

DEANS (DIRECTCRS):
FINE ARTS

RANK	SALARY
1	75,000
2	€4,400
3	58,704
4	48,781

AVERAGE ALL 61,721

DEANS (DIRECTCRS):
HEALTH PROFESSIONS

RANK	SALARY
1	77,000
2	€3,688
3	57,500

AVERAGE ALL 66,062

DEANS (DIRECTCRS):
HOME ECONOMICS

RANK	SALARY
1	74,000
2	€7,000
3	56,250
4	43,012

AVERAGE ALL 60,056

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RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
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TABLE II (Continued)
—PHILADELPHIA REGION—

DEANS (DIRECTCRS):
JOURNALISM/
COMMUNICATIONS

RANK	SALARY
1	75,200
2	65,000
3	58,392
AVERAGE ALL	66,197

DEANS (DIRECTCRS):
NURSING

RANK	SALARY
1	62,000
2	73,000
3	67,353
4	62,700
5	57,132
AVERAGE ALL	68,477

DEANS (DIRECTCRS):
UNIVERSITY COLLEGE/
GENERAL COLLEGE

RANK	SALARY
1	62,500
2	59,400
3	57,200
AVERAGE ALL	59,700

DEANS (DIRECTCRS):
LAW

RANK	SALARY
1	107,400
2	67,500
3	65,000
4	61,036
5	77,500
AVERAGE ALL	87,687

DEANS (DIRECTCRS):
PHARMACY

RANK	SALARY
1	78,000
2	73,000
3	62,628

AVERAGE ALL 71,209

DEANS (DIRECTCRS):
LIBRARY SCIENCE

RANK	SALARY
1	65,000
2	60,000
3	54,500
AVERAGE ALL	59,833

DEANS (DIRECTCRS):
PUBLIC AFFAIRS

RANK	SALARY
1	77,900
2	66,800
3	52,000

AVERAGE ALL 65,567

DEANS (DIRECTCRS):
MEDICINE

RANK	SALARY
1	150,000
2	147,600
3	137,000
4	99,500
AVERAGE ALL	133,525

DEANS (DIRECTCRS):
SOCIAL WORK

RANK	SALARY
1	79,000
2	62,000
3	60,500
4	54,300

AVERAGE ALL 63,950

UNIVERSITY OF ARKANSAS
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RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1985-86

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED FIFTY-SIX UNIVERSITIES IN FORTY-NINE STATES
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
-SAN FRANCISCO REGION-

The San Francisco Region as defined by the Equal Employment Opportunity Commission includes the states of Arizona, California, Hawaii, and Nevada as well as Guam and Samoa. For purposes of this survey, Guam and Samoa are not included. The eleven participating universities from this region are as follows:

Arizona State University
California State University,
 Los Angeles
Northern Arizona University
University of Arizona
University of California
University of California, Davis
University of California, Riverside
University of California, Santa Barbara
University of Hawaii at Manoa
University of Nevada, Las Vegas
University of Nevada, Reno

TABLE II (Continued)
—SAN FRANCISCO REGION—

PRESIDENT OF A SINGLE UNIT
INSTITUTION

RANK	SALARY
1	112,800
2	105,450
3	100,000
4	98,500
5	98,500
6	92,911
7	92,000
8	87,500
9	85,000
10	75,048
11	74,500

AVERAGE ALL 92,863

ACADEMIC OFFICERS:
ACADEMIC VICE PRESIDENT/
VICE CHANCELLOR

RANK	SALARY
1	(99,100)
2	(97,000)
3	(93,500)
4	91,000
5	81,648
6	80,500
7	71,100
8	68,500
9	68,500
10	62,400

AVERAGE ALL 61,325

ACADEMIC OFFICERS:
DIRECTOR OF LIBRARIES

RANK	SALARY
1	60,000
2	77,600
3	71,500
4	70,900
5	69,100
6	66,084
7	65,002
8	58,200
9	57,500
10	48,193
11	47,700

AVERAGE ALL 64,662

ACADEMIC OFFICERS:
DIRECTOR OF AFFIRMATIVE
ACTION PROGRAM

RANK	SALARY
1	54,600
2	52,600
3	47,628
4	45,000
5	37,668
6	36,516
7	36,500
8	35,520
9	35,000

AVERAGE ALL 42,281

RANK	SALARY
3	57,600
4	55,573
5	55,001
6	55,000
7	51,811
8	51,630

AVERAGE ALL 57,327

BUSINESS OR FISCAL OFFICERS:
BUSINESS MANAGER

RANK	SALARY
1	63,000
2	57,600
3	50,500
4	52,200

AVERAGE ALL 57,325

ACADEMIC OFFICERS:
DIRECTOR OF COMPUTING
SERVICES

RANK	SALARY
1	71,300
2	71,000
3	62,800
4	59,400
5	58,642
6	56,000
7	51,000
8	46,632

AVERAGE ALL 59,597

BUSINESS OR FISCAL OFFICERS:
INTERNAL AUDITOR

RANK	SALARY
1	59,500
2	54,300
3	51,500
4	48,400

AVERAGE ALL 53,425

BUSINESS OR FISCAL OFFICERS:
VICE PRESIDENT FOR
BUSINESS

RANK	SALARY
1	(91,600)
2	86,700
3	(80,300)
4	80,000
5	71,900
6	71,500
7	68,500
8	67,000
9	61,200

BUSINESS OR FISCAL OFFICERS:
BUDGET OFFICER

RANK	SALARY
1	63,900
2	63,800
3	60,000
4	60,000
5	59,300

AVERAGE ALL 54,193

BUSINESS OR FISCAL OFFICERS:
CONTROLLER

RANK	SALARY
1	69,600
2	62,200

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RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1985-86

TABLE II (Continued)
—SAN FRANCISCO REGION—

BUSINESS OR FISCAL OFFICERS: DIRECTOR OF PERSONNEL		RANK	SALARY		RANK	SALARY	
		3	41,376		8	43,876	
		4	39,468		9	43,752	
RANK	SALARY	5	39,060		10	36,400	
1	73,700	6	36,383		11	32,500	
2	69,552	7	37,668				
3	67,100	8	27,314				
4	63,200	9	22,000				
5	59,200						
6	57,500		AVERAGE ALL 39,349				
7	52,841						
8	50,400						
9	48,588						
10	44,000						
11	43,320						
12	39,024						
AVERAGE ALL 55,702							
STUDENT AFFAIRS OFFICERS: DIRECTOR OF HOUSING		RANK	SALARY		RANK	SALARY	
		1	65,166		2	56,200	
		2	59,398		3	52,600	
		3	55,344		4	50,900	
		4	54,000		5	48,180	
		5	52,800		6	47,116	
		6	51,000		7	43,806	
		7	50,300		8	40,176	
RANK	SALARY	8			9		
1	87,900	9	48,000				
2	85,000						
3	83,700		AVERAGE ALL 51,901				
4	72,000						
5	69,800						
6	67,473						
7	63,750						
AVERAGE ALL 75,660							
STUDENT AFFAIRS OFFICERS: DIRECTOR OF STUDENT HEALTH CENTER		RANK	SALARY		RANK	SALARY	
		1	86,688		2	84,806	
		2	59,398		3	83,200	
		3	58,700		4	81,504	
		4	56,716		5	80,652	
		5	55,500		6	72,473	
		6	54,000		7	71,900	
RANK	SALARY	7			8		
1	64,788	8	48,411		9	64,557	
2	57,500	9	43,272		10	57,228	
3	55,000	10	40,368				
4	50,028		36,219				
5	49,404		30,804				
6	49,000						
7	46,416						
8	44,368						
9	35,719		AVERAGE ALL 48,339				
AVERAGE ALL 50,247							
STUDENT AFFAIRS OFFICERS: DIRECTOR OF FINANCIAL AID		RANK	SALARY		RANK	SALARY	
		1	55,700		1	99,100	
		2	53,200		2	99,000	
		3	50,700		3	97,000	
		4	50,026		4	81,648	
RANK	SALARY	5	49,553		5	80,000	
1	63,369	6	48,768				
2	45,500	7	48,240				
AVERAGE ALL 91,356							

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RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1985-86

TABLE II (Continued)
—SAN FRANCISCO REGION—

ADMINISTRATIVE OPERATIONS OFFICERS: ADMINISTRATIVE VICE PRESIDENT		ADMINISTRATIVE OPERATIONS OFFICERS: DIRECTOR OF FACILITIES PLANNING		PUBLIC RELATIONS & DEVELOPMENT: DIRECTOR OF PUBLIC RELATIONS AND/OR INFORMATION	
RANK	SALARY	RANK	SALARY	RANK	SALARY
1	(\$1,600)	1	72,500	1	65,600
2	80,004	2	69,700	2	54,672
3	77,000	3	60,852	3	47,300
4	69,600	4	51,000	4	45,300
AVERAGE ALL	79,401	5	48,500	5	42,500
		6	45,492	6	40,200
		7	40,000	7	36,452
		AVERAGE ALL	55,435	8	33,705
				AVERAGE ALL	45,716
ADMINISTRATIVE OPERATIONS OFFICERS: VICE PRES FOR PLANNING AND BUDGETING		ADMINISTRATIVE OPERATIONS OFFICERS: DIRECTOR OF PHYSICAL PLANT		PUBLIC RELATIONS & DEVELOPMENT: VICE PRESIDENT FOR UNIVERSITY RELATIONS	
RANK	SALARY	RANK	SALARY	RANK	SALARY
1	79,300	1	75,100	1	74,300
2	68,000	2	69,000	2	73,000
3	67,200	3	65,400	3	67,000
AVERAGE ALL	71,500	4	64,500	4	55,622
		5	63,120		
		6	60,000		
		7	51,700	AVERAGE ALL	67,461
		8	47,112		
		9	47,000		
RANK	SALARY	10	46,415		
1	60,000	AVERAGE ALL	58,935	PUBLIC RELATIONS & DEVELOPMENT: VICE PRESIDENT FOR DEVELOPMENT	
2	67,000			RANK	SALARY
3	66,500			1	81,600
4	46,000			2	70,500
AVERAGE ALL	64,875			3	67,000
				4	63,500
				5	59,000
ADMINISTRATIVE OPERATIONS OFFICERS: ASSISTANT TO THE PRESIDENT		RANK	SALARY	AVERAGE ALL	68,320
RANK	SALARY	1	64,100		
1	68,800	2	53,160		
2	66,100	3	51,240		
3	64,834	4	50,100		
4	62,836	5	46,443		
5	62,794	6	38,500		
6	61,500	7	34,671	PUBLIC RELATIONS & DEVELOPMENT: DIRECTOR OF DEVELOPMENT	
7	56,712	8	(\$4,500)		
8	35,364	9	33,132		
9	34,280	AVERAGE ALL	45,116	RANK	SALARY
AVERAGE ALL	57,024			1	65,881
				2	55,200
				3	49,700
				4	48,800
				5	46,192
				6	47,728
				7	36,225
				AVERAGE ALL	50,247

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1985-86

TABLE II (Continued)
—SAN FRANCISCO REGION—

PUBLIC RELATIONS & DEVELOPMENT: DIRECTOR OF ALUMNI SERVICES		RANK	SALARY	RANK	SALARY
		3	48,735	4	64,320
		4	45,492	5	63,492
RANK SALARY		5	41,657	6	62,620
1	51,900	6	33,462	7	62,500
2	51,285	7	33,132	8	54,720
3	50,695	8	30,358		
4	45,300				AVERAGE ALL 67,418
5	42,900				
6	36,570				
7	35,172				
AVERAGE ALL 44,832					
DEANS (DIRECTORS): AGRICULTURE				DEANS (DIRECTORS): CONTINUING EDUCATION (EXTENSION)	
RANK SALARY		RANK	SALARY	RANK	SALARY
PUBLIC RELATIONS & DEVELOPMENT: DIRECTOR OF AGRICULTURAL EXTENSION		1	54,500	1	60,300
		2	(77,500)	2	67,800
		3	66,000	3	64,000
RANK SALARY		4	64,800	4	59,244
1	62,760	5	51,107	5	56,967
2	62,280			6	55,000
3	61,800			7	54,994
AVERAGE ALL 62,280				8	53,280
				9	48,645
				10	47,400
AVERAGE ALL 62,280					
DEANS (DIRECTORS): ARCHITECTURE/ENVIRONMENTAL DESIGN				AVERAGE ALL 58,763	
RANK SALARY		RANK	SALARY	DEANS (DIRECTORS): EDUCATION	
RESEARCH OFFICERS: VICE PRESIDENT FOR RESEARCH (CONTRACTS AND GRANTS)		1	78,300	RANK	SALARY
		2	68,145	1	63,300
RANK SALARY		3	62,760	2	71,000
1	92,100			3	67,500
2	73,000			4	65,460
3	63,600			5	65,304
AVERAGE ALL 76,232				6	60,830
				7	56,000
				8	56,000
				9	52,800
AVERAGE ALL 76,232					
DEANS (DIRECTORS): ARTS AND SCIENCES				AVERAGE ALL 64,577	
RANK SALARY		RANK	SALARY	DEANS (DIRECTORS): ENGINEERING	
RESEARCH OFFICERS: DIRECTOR OF RESEARCH (CONTRACTS AND GRANTS)		1	(88,000)	RANK	SALARY
		2	(87,500)	1	93,400
RANK SALARY		3	72,100	2	84,800
1	50,400	4	65,412	3	79,700
2	50,200	5	64,000	4	79,245
3	48,600	6	62,000	5	67,392
4	43,037	7	57,720	6	67,200
5	27,600			7	65,000
AVERAGE ALL 43,847				8	(61,194)
				9	61,000
DEANS (DIRECTORS): BUSINESS/INDUSTRIAL MANAGEMENT				AVERAGE ALL 73,215	
RANK SALARY		RANK	SALARY	DEANS (DIRECTORS): INSTITUTIONAL RESEARCH	
RESEARCH OFFICERS: DIRECTOR OF INSTITUTIONAL RESEARCH		1	80,600	RANK	SALARY
		2	79,380	1	93,400
RANK SALARY		3	71,700	2	84,800
1	57,804			3	79,700
2	51,500			4	79,245
AVERAGE ALL 73,215				5	67,392
				6	67,200
				7	65,000
				8	(61,194)
				9	61,000

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1985-86

TABLE II (Continued)
—SAN FRANCISCO REGION—

DEANS (DIRECTORS):
FINE ARTS

RANK	SALARY
1	£7,500
2	£6,898
3	£6,770
AVERAGE ALL	£9,723

DEANS (DIRECTORS):
LAW

RANK	SALARY
1	£18,000
2	£7,500
3	£9,900
4	£7,200
AVERAGE ALL	£9,650

DEANS (DIRECTORS):
SOCIAL AND BEHAVIORAL
SCIENCES

RANK	SALARY
1	£72,400
2	£6,804
3	£6,000
AVERAGE ALL	£6,401

DEANS (DIRECTORS):
GRADUATE

RANK	SALARY
1	£6,900
2	£3,200
3	£2,375
4	£1,200
5	£7,800
6	£2,963
7	£2,500
8	£7,090
AVERAGE ALL	£9,254

DEANS (DIRECTORS):
LIBRARY SCIENCE

RANK	SALARY
1	£4,300
2	£4,000
3	£3,988
AVERAGE ALL	£4,163

DEANS (DIRECTORS):
SOCIAL WORK

RANK	SALARY
1	£9,300
2	£3,715
3	£3,600
AVERAGE ALL	£8,872

DEANS (DIRECTORS):
HEALTH/PHYS EDUCATION/
RECREATION

RANK	SALARY
1	£5,304
2	£2,508
3	£0,000
AVERAGE ALL	£5,937

DEANS (DIRECTORS):
MEDICINE

RANK	SALARY
1	£46,000
2	£40,500
3	£6,800
4	£1,200
AVERAGE ALL	£8,825

DEANS (DIRECTORS):
JOURNALISM/
COMMUNICATIONS

RANK	SALARY
1	£5,300
2	£2,105
3	£6,500
AVERAGE ALL	£3,302

RANK	SALARY
1	£5,240
2	£2,400
3	£1,500
4	£8,429
AVERAGE ALL	£1,892

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1985-86

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED FIFTY-SIX UNIVERSITIES IN FORTY-NINE STATES
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
-SEATTLE REGION-

The Seattle Region as defined by the Equal Employment Opportunity Commission includes the states of Alaska, Idaho, Oregon, and Washington. The six participating universities from this region are as follows:

Idaho State University
Oregon State University
University of Idaho
University of Oregon
University of Washington
Washington State University

TABLE II (Continued)
—SEATTLE REGION—

PRESIDENT OF A SINGLE UNIT
INSTITUTION

ACADEMIC OFFICERS:
DIRECTOR OF COMPUTING
SERVICES

BUSINESS OR FISCAL OFFICERS:
INTERNAL AUDITOR

RANK	SALARY
1	92,280
2	92,000
3	79,800
4	72,520
5	67,442
6	65,000

AVERAGE ALL 78,175

RANK	SALARY
1	65,028
2	62,000
3	57,500
4	50,500
5	42,000
6	41,205

AVERAGE ALL 53,640

RANK	SALARY
1	45,084
2	39,401
3	39,396
4	35,500
5	33,996
6	28,059

AVERAGE ALL 36,906

ACADEMIC OFFICERS:
ACADEMIC VICE PRESIDENTS/
VICE CHANCELLOR

BUSINESS OR FISCAL OFFICERS:
VICE PRESIDENT FOR
BUSINESS

BUSINESS OR FISCAL OFFICERS:
BUDGET OFFICER

RANK	SALARY
1	74,004
2	68,000
3	65,250
4	60,000
5	59,010

AVERAGE ALL 65,253

RANK	SALARY
1	64,400
2	78,500
3	67,152
4	65,250
5	63,004
6	59,010

AVERAGE ALL 69,887

RANK	SALARY
1	56,000
2	48,700
3	46,464
4	45,900
5	41,260
6	36,200

AVERAGE ALL 46,091

ACADEMIC OFFICERS:
DIRECTOR OF LIBRARIES

BUSINESS OR FISCAL OFFICERS:
CONTROLLER

BUSINESS OR FISCAL OFFICERS:
DIRECTOR OF PERSONNEL

RANK	SALARY
1	76,404
2	60,000
3	60,000
4	55,000
5	51,699
6	42,016

AVERAGE ALL 57,520

RANK	SALARY
1	60,780
2	53,592
3	52,570
4	46,834
5	38,564

AVERAGE ALL 50,472

RANK	SALARY
1	57,928
2	45,900
3	39,396
4	39,396
5	32,009
6	31,117

AVERAGE ALL 46,958

ACADEMIC OFFICERS:
DIRECTOR OF AFFIRMATIVE
ACTION PROGRAM

BUSINESS OR FISCAL OFFICERS:
BUSINESS MANAGER

STUDENT AFFAIRS OFFICERS:
VICE PRESIDENT FOR STUDENT
AFFAIRS(SERVICES)

RANK	SALARY
1	43,764
2	34,234
3	33,634
4	33,360
5	32,694
6	29,203

AVERAGE ALL 34,462

RANK	SALARY
1	67,140
2	56,230
3	56,160
4	55,000

AVERAGE ALL 50,912

RANK	SALARY
1	67,140
2	56,230
3	56,160
4	55,000

AVERAGE ALL 58,633

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1985-86

TABLE II (Continued)
—SEATTLE REGION—

STUDENT AFFAIRS OFFICERS:
DEAN OF STUDENT AFFAIRS

RANK	SALARY
1	57,466
2	55,572
3	50,003
4	34,265
AVERAGE ALL	49,332

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF FINANCIAL
AID

RANK	SALARY
1	49,812
2	47,664
3	41,368
4	40,142
5	34,341
6	34,265

AVERAGE ALL 41,269

ADMINISTRATIVE OPERATIONS
OFFICERS: LEGAL COUNSEL

RANK	SALARY
1	66,012
2	53,119
3	36,546
4	30,340
AVERAGE ALL	46,954

STUDENT AFFAIRS OFFICERS:
DEAN OF INTERNATIONAL
STUDENTS

RANK	SALARY
1	59,274
2	48,600
3	34,624
AVERAGE ALL	47,566

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF HOUSING

RANK	SALARY
1	(51,324)
2	47,800
3	46,080
4	40,400
5	39,296
6	34,136

AVERAGE ALL 43,173

ADMINISTRATIVE OPERATIONS
OFFICERS: DIRECTOR OF
FACILITIES PLANNING

RANK	SALARY
1	53,952
2	46,000
3	(42,900)
4	37,313
AVERAGE ALL	45,041

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF ADMISSIONS

RANK	SALARY
1	(55,032)
2	(50,784)
3	(46,103)
4	45,289
5	44,000
6	28,517
AVERAGE ALL	44,954

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF STUDENT
HEALTH CENTER

RANK	SALARY
1	69,876
2	63,000
3	55,295
4	55,310
5	56,456
6	54,804

AVERAGE ALL 60,408

ADMINISTRATIVE OPERATIONS
OFFICERS: DIRECTOR OF
PHYSICAL PLANT

RANK	SALARY
1	59,380
2	52,356
3	48,000
4	47,904
5	44,391
AVERAGE ALL	49,608

STUDENT AFFAIRS OFFICERS:
REGISTRAR

RANK	SALARY
1	(55,032)
2	(50,784)
3	46,832
4	(46,103)
5	40,040
6	40,000
AVERAGE ALL	46,465

ADMINISTRATIVE OPERATIONS
OFFICERS: ASSISTANT
TO THE PRESIDENT

RANK	SALARY
1	50,000
2	45,526
3	35,076

AVERAGE ALL 43,535

ADMINISTRATIVE OPERATIONS
OFFICERS: DIRECTOR OF
PUBLIC SAFETY

RANK	SALARY
1	49,812
2	40,900
3	38,768
4	31,295
AVERAGE ALL	40,195

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1985-86

TABLE II (Continued)
—SEATTLE REGION—

PUBLIC RELATIONS & DEVELOPMENT:
VICE PRESIDENT FOR PUBLIC
RELATIONS AND/OR INFORMATION

RANK	SALARY
1	75,000
2	(74,916)
3	58,000
AVERAGE ALL	69,305

RESEARCH OFFICERS:
DIRECTOR OF RESEARCH
(CONTRACTS AND GRANTS)

RANK	SALARY
1	46,677
2	39,396
3	36,684
4	30,014

RANK	SALARY
2	75,000
3	66,000
4	64,500
5	56,230
6	46,000
AVERAGE ALL	66,049

PUBLIC RELATIONS & DEVELOPMENT:
DIRECTOR OF PUBLIC RELATIONS
AND/OR INFORMATION

RANK	SALARY
1	40,152
2	37,502
3	33,036
AVERAGE ALL	36,897

RESEARCH OFFICERS:
DIRECTOR OF INSTITUTIONAL
RESEARCH

RANK	SALARY
1	49,812
2	(42,900)
3	42,196
4	39,950
5	35,296

DEANS (DIRECTORS):
BUSINESS/INDUSTRIAL
MANAGEMENT

RANK	SALARY
1	85,320
2	72,324
3	71,000
4	64,200
5	60,239
6	52,000
AVERAGE ALL	67,514

PUBLIC RELATIONS & DEVELOPMENT:
DIRECTOR OF DEVELOPMENT

AVERAGE ALL 42,023

RANK	SALARY
1	59,650
2	53,412
3	52,008
4	39,624
AVERAGE ALL	51,024

DEANS (DIRECTORS):
AGRICULTURE

RANK	SALARY
1	77,000
2	73,032
3	59,738

DEANS (DIRECTORS):
CONTINUING EDUCATION
(EXTENSION)

RANK	SALARY
1	56,404
2	56,244
3	54,792
4	38,002
5	32,128
AVERAGE ALL	47,514

PUBLIC RELATIONS & DEVELOPMENT:
DIRECTOR OF ALUMNI SERVICES

AVERAGE ALL 69,923

RANK	SALARY
1	52,356
2	47,200
3	41,864
4	38,748
5	37,000
AVERAGE ALL	43,434

DEANS (DIRECTORS):
ARCHITECTURE/ENVIRONMENTAL
DESIGN

RANK	SALARY
1	68,856
2	57,000
3	50,196

DEANS (DIRECTORS):
EDUCATION

RANK	SALARY
1	80,580
2	67,031
3	64,680
4	61,000
5	56,021
6	49,067

PUBLIC RELATIONS & DEVELOPMENT:
DIRECTOR OF AGRICULTURAL
EXTENSION

AVERAGE ALL 58,684

RANK	SALARY
1	71,916
2	68,440
3	55,331

RANK	SALARY
1	66,556

AVERAGE ALL 63,063

UNIVERSITY OF ARKANSAS
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RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1985-86

TABLE II (Continued)
—SEATTLE REGION—

DEANS (DIRECTCRS):
ENGINEERING

RANK	SALARY
1	60,580
2	76,380
3	70,000
4	62,744
5	48,298

AVERAGE ALL 67,600

DEANS (DIRECTCRS):
LAB

RANK	SALARY
1	90,384
2	67,052
3	64,791

AVERAGE ALL 74,342

DEANS (DIRECTCRS):
FORESTRY

RANK	SALARY
1	72,912
2	71,172
3	64,999

AVERAGE ALL 69,694

DEANS (DIRECTCRS):
PHARMACY

RANK	SALARY
1	78,636
2	75,000
3	66,000
4	52,021

AVERAGE ALL 67,914

DEANS (DIRECTCRS):
GRADUATE

RANK	SALARY
1	65,446
2	58,339
3	55,000
4	46,155

AVERAGE ALL 56,236

UNIVERSITY OF ARKANSAS
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RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1985-86

TABLE III

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG THIRTY-THREE UNIVERSITY SYSTEMS
IN TWENTY-SEVEN STATES

This table summarizes the data for thirty-three university systems in twenty-seven states. For making these data available, the University of Arkansas is grateful to the following university systems:

California State Universities and Colleges
Indiana University
Louisiana State University System
Montana University System
Oregon State System of Higher Education
Southern Illinois University
State University and Community College
System of Tennessee
State University of New York System
State University System of Florida
Texas A & M University System
University of Alabama System
University of Alaska Statewide System
of Higher Education
University of Arkansas System
University of California System
University of Colorado
University of Hawaii System
University of Houston System
University of Illinois System
University of Kansas
University of Maine
University of Maryland
University of Massachusetts
University of Minnesota
University of Missouri
University of Nebraska Central
Administration
University of Nevada System
University of North Carolina
University of South Carolina
University of Tennessee
University of Texas System
University of Wisconsin System
University System of New Hampshire
University System of South Texas

TABLE III (Continued)
—UNIVERSITY SYSTEMS—

CHIEF EXECUTIVE OFFICER:
PRESIDENT/CHANCELLOR

RANK	SALARY	RANK	SALARY
1	178,200	17	71,500
2	156,000	18	70,445
3	154,500	19	70,000
4	139,200	20	68,100
5	131,000	21	66,744
6	125,000	22	66,500
7	120,000	23	65,208
8	115,000	24	65,040
9	112,170	25	63,277
10	110,000	26	63,030
11	108,000	27	62,460
12	101,148	28	58,000
13	101,000	AVERAGE ALL 81,816	
14	100,200		
15	100,000		
16	100,000		
17	97,790		
18	96,000		
19	95,400		
20	95,000	1	81,816
21	92,000	2	80,000
22	91,445	3	71,660
23	90,000	4	71,443
24	87,000	5	71,000
25	86,996	6	69,984
26	85,020	7	66,305
27	85,000	8	65,208
28	85,000	9	65,000
29	81,053	10	(58,700)
30	78,840	11	(58,700)
31	77,040	12	54,700
32	71,700	AVERAGE ALL 68,818	
33	61,800		

AVERAGE ALL 103,288

ACADEMIC OFFICERS:
VICE PRESIDENT/VICE
CHANCELLOR

RANK	SALARY	RANK	SALARY
1	134,000	1	69,500
2	110,700	2	60,000
3	102,000	3	74,592
4	101,460	4	68,550
5	69,600	5	68,247
6	57,956	6	60,225
7	52,181	7	58,512
8	40,000	8	58,151
9	38,290	9	57,500
10	36,902	10	54,000
11	34,000	11	51,825
12	34,000	12	46,750
13	24,000	13	46,000
14	23,265	14	42,500
15	(33,000)	15	40,855
16	79,192	AVERAGE ALL 58,575	

ACADEMIC OFFICERS:
DIRECTOR

RANK	SALARY
1	67,100
2	61,119
3	53,500
4	45,700
5	45,626
6	33,000
AVERAGE ALL 51,007	

OPERATIONS OFFICERS:
EXECUTIVE VICE PRESIDENT/
VICE CHANCELLOR

ACADEMIC OFFICERS:
ASSOCIATE VICE PRESIDENT/
VICE CHANCELLOR

RANK	SALARY
1	81,816
2	80,000
3	71,660
4	71,443
5	71,000
6	69,984
7	66,305
8	65,208
9	65,000
10	(58,700)
11	54,700
12	54,700
13	54,700
14	54,700
15	54,700
AVERAGE ALL 68,818	

RANK	SALARY
1	144,200
2	110,700
3	106,000
4	95,900
5	92,833
6	92,436
7	87,512
8	84,445
9	(83,000)
10	79,500
11	77,625
12	75,888
13	75,336
14	72,000
15	64,500
AVERAGE ALL 89,459	

ACADEMIC OFFICERS:
ASSISTANT VICE PRESIDENT/
VICE CHANCELLOR

RANK	SALARY
1	69,500
2	60,000
3	74,592
4	68,550
5	68,247
6	60,225
7	58,512
8	58,151
9	57,500
10	54,000
11	51,825
12	46,750
13	46,000
14	42,500
15	40,855
16	40,000
AVERAGE ALL 58,575	

OPERATIONS OFFICERS:
ADMINISTRATIVE VICE PRES/
VICE CHANCELLOR

RANK	SALARY
1	96,000
2	89,400
3	(84,000)
4	66,936
5	66,000
6	65,604
7	63,277
8	54,192
AVERAGE ALL 73,175	

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TABLE III (Continued)
—UNIVERSITY SYSTEMS—

OPERATIONS OFFICERS: ASSOCIATE VICE PRESIDENT/ VICE CHANCELLOR		RANK	SALAR	RANK	SALARY	
		14	63,000	15	37,747	
		15	62,800	16	35,856	
RANK	SALARY	16	61,850	17	34,900	
1	77,500	17	60,624	18	32,097	
2	(62,000)	18	50,000	19	29,220	
3	53,000	19	50,770	20	26,000	
4	51,495	20	50,258	21	22,075	
5	47,000	21	50,000			
		22	54,557			
AVERAGE ALL	56,199	23	54,000	AVERAGE ALL	52,085	
		24	51,200			
		25	50,000			
		26	48,520			
OPERATIONS OFFICERS: EXECUTIVE ASSISTANT/ASST TO THE PRES/CHANCELLOR		27	40,000			
					FINANCE AND BUSINESS OFFICERS: VICE PRES/ VICE CHANCELLOR	
			AVERAGE ALL	67,625		
RANK		RANK	SALARY	RANK	SALARY	
1	72,615			1	100,450	
2	(72,500)			2	96,570	
3	(72,000)			3	(65,000)	
4	70,000			4	69,400	
5	64,596			5	68,000	
6	60,000	1	(70,200)	6	67,400	
7	56,500	2	63,545	7	(64,300)	
8	(58,700)	3	63,478	8	60,000	
9	56,700	4	59,700	9	79,500	
10	55,500	5	56,000	10	78,950	
11	55,056	6	(53,795)	11	76,850	
12	53,844	7	53,248	12	76,576	
13	53,448	8	49,700	13	73,122	
14	53,445	9	47,830	14	73,000	
15	52,360	10	43,260	15	72,200	
16	52,000	11	39,800	16	71,400	
17	47,000	12	36,100	17	69,500	
18	46,416	13	35,628	18	68,445	
19	40,435	14	32,905	19	67,100	
20	40,000	15	32,500	20	65,268	
21	35,300	16	32,479	21	65,000	
AVERAGE ALL	55,785	AVERAGE ALL	48,139	22	64,720	
				23	63,000	
				24	61,752	
				25	52,880	
					AVERAGE ALL	76,021
OPERATIONS OFFICERS: LEGAL COUNSEL		OPERATIONS OFFICERS: SECRETARY TO THE BOARD		FINANCE AND BUSINESS OFFICERS: ASSOC VICE PRES/VICE CHANCELLOR		
RANK		RANK	SALARY	RANK	SALARY	
1	124,200	1	92,700	1	78,000	
2	96,570	2	81,900	2	73,500	
3	94,800	3	74,263	3	71,576	
4	89,500	4	73,250	4	66,000	
5	79,400	5	(72,000)	5	58,500	
6	75,000	6	(71,850)	6	58,000	
7	74,000	7	71,000	7	56,928	
8	72,400	8	(60,500)	8	53,400	
9	(71,850)	9	51,200	9	49,035	
10	71,660	10	50,530			
11	66,500	11	50,000			
12	66,900	12	49,091			
13	64,500	13	40,600			
		14	38,000	AVERAGE ALL	66,771	

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TABLE III (Continued)
—UNIVERSITY SYSTEMS—

FINANCE AND BUSINESS
OFFICERS: ASST VICE
PRES/VICE CHANCELLOR

RANK	SALARY
1	£4,800
2	75,624
3	70,484
4	60,576
5	60,300
6	59,000
7	53,915
8	48,495
9	46,176
10	43,329
11	43,080
AVERAGE ALL	58,707

FINANCE AND BUSINESS
OFFICERS:
BUDGET OFFICER

RANK	SALARY
1	83,500
2	70,000
3	68,918
4	65,208
5	64,480
6	57,500
7	57,108
8	50,000
9	49,120
10	46,600
11	46,452
12	43,410
13	43,000
14	42,900
15	39,239
16	36,480
17	35,542
18	31,312
AVERAGE ALL	51,821

FINANCE AND BUSINESS
OFFICERS:
BUSINESS MANAGER

RANK	SALARY
1	66,000
2	57,200
3	49,200
4	46,000
5	42,645
6	40,320
7	28,660
8	25,400
AVERAGE ALL	44,453

FINANCE AND BUSINESS
OFFICERS:
CONTROLLER

RANK	SALARY
1	£5,000
2	76,200
3	72,500
4	70,521
5	58,500
6	58,240
7	58,240
8	55,600
9	53,020
10	53,805
11	53,000
12	52,089
13	50,155
14	50,000
15	49,445
16	45,850
17	41,000
18	33,000

AVERAGE ALL 57,076

FINANCE AND BUSINESS
OFFICERS:
AUDITOR

RANK	SALARY
1	78,240
2	78,000
3	64,000
4	64,000
5	59,000
6	54,392
7	53,795
8	53,616
9	52,000
10	52,000
11	52,000
12	50,000
13	48,264
14	46,350
15	43,930
16	38,640
17	36,750
18	36,600
19	35,140
20	47,000
21	45,600
22	45,320
23	44,184
24	43,500

AVERAGE ALL 48,806

FINANCE AND BUSINESS
OFFICERS:
TREASURER

RANK	SALARY
1	£70,521
2	£3,000
3	58,500
4	58,240
5	57,905
6	54,375
7	51,395
8	50,250
9	44,620
AVERAGE ALL	56,534

FINANCE AND BUSINESS
OFFICERS: DIRECTOR OF
PERSONNEL

RANK	SALARY
1	£6,570
2	£2,000
3	72,695
4	70,209
5	£2,000
6	£5,208
7	£4,792
8	£2,000
9	£1,600
10	52,100
11	52,000
12	50,000
13	48,264
14	46,350
15	43,930
16	38,640
17	36,750
18	36,600
19	35,140
AVERAGE ALL	56,993

PUBLIC RELATIONS OFFICERS-
INFORMATION SERVICES:
VICE PRES/VICE CHANCELLOR

RANK	SALARY
1	77,500
2	76,300
3	68,247
4	65,208
5	£0,000
6	59,400
7	58,000
AVERAGE ALL	66,379

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TABLE III (Continued)
—UNIVERSITY SYSTEMS—

PUBLIC RELATIONS OFFICERS-
INFORMATION SERVICES:
DIRECTOR

RANK	SALARY	RANK	SALARY
1	73,500	9	48,228
2	71,734	10	46,007
3	(64,000)	11	48,000
4	63,900	12	47,000
5	57,996	13	44,928
6	53,793	14	30,600
7	52,300	AVERAGE ALL	56,187
8	51,251		
9	50,000		
10	49,500		
11	47,250		
12	46,500		
13	46,400		
14	46,319		
15	38,342		
16	36,000		
17	34,760		
18	29,040		

AVERAGE ALL 56,727

PUBLIC RELATIONS OFFICERS-
LEGISLATIVE RELATIONS:
VICE PRES/VICE CHANCELLOR

RANK	SALARY
1	95,030
2	82,400
3	80,340
4	80,000
5	74,263
6	69,346
7	66,960
8	64,600
9	63,000
10	(60,500)
11	58,820
12	53,300

AVERAGE ALL 70,711

PUBLIC RELATIONS OFFICERS-
LEGISLATIVE RELATIONS:
DIRECTOR

RANK	SALARY
1	84,888
2	78,600
3	70,387
4	(64,000)
5	57,400
6	57,000
7	55,600
8	51,980

FACILITIES OFFICERS;
ASSOC VICE PRESIDENT/
VICE CHANCELLOR

RANK	SALARY	RANK	SALARY
1	71,867	1	71,867
2	69,000	2	69,000
3	59,535	3	59,535
4	53,100	4	53,100
5	50,390	5	50,390

AVERAGE ALL 60,778

PUBLIC RELATIONS OFFICERS-
DEVELOPMENT:
VICE PRES/VICE CHANCELLOR

RANK	SALARY
1	56,800
2	56,500
3	55,569
4	51,326
5	50,600

AVERAGE ALL 50,759

FACILITIES OFFICERS;
ASST VICE PRESIDENT/
VICE CHANCELLOR

RANK	SALARY
1	70,536
2	70,500
3	56,970
4	55,007
5	53,236
6	51,400

AVERAGE ALL 59,608

PUBLIC RELATIONS OFFICERS-
DEVELOPMENT:
DIRECTOR

RANK	SALARY
1	24,800
2	21,550
3	21,500
4	18,224
5	15,105
6	11,187
7	14,500
8	14,400
9	10,883

AVERAGE ALL 18,965

FACILITIES OFFICERS;
DIRECTOR

RANK	SALARY
1	60,995
2	59,000
3	51,000
4	50,455
5	50,841
6	51,401
7	51,000
8	50,200
9	42,300
10	39,300
11	39,000
12	36,770
13	35,434
14	36,360

AVERAGE ALL 50,760

FACILITIES OFFICERS:
VICE PRESIDENT/
VICE CHANCELLOR

RANK	SALARY
1	78,000
2	75,445
3	71,982
4	65,208
5	58,000
6	55,102
7	53,500

AVERAGE ALL 65,320

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